

Local 3, Feds Move to Alleviate 'Slave Labor' Conditions on Guam

Union to Train Workers with CETA Money

Federal officials and leaders of the Operating Engineers Union have executed a training program designed to provide construction skills for Guam workers, who are being exploited with low pay, poor working conditions and unfair labor practices.

The contract, which will release \$450,000 in Title III money from the Department of Labor is the culmination of a year-long investigation by Local 3 into the abuse of immigration regulations and work rules by a number of Hawaiian and Asian contractors operating in Guam.

Officials from the Department of Labor concede that the construction industry in Guam has been plagued with a large influx of nonresident workers, who, threatened with deportation are intimidated by their employers into working under substandard conditions.

The contract was described by William Haltigan, regional administrator of the Employment and Training Administration, as the "first training contract of this type we have had in Guam."

General President Jay Turner of the International Union of Operating Engineers, who flew in from Washington, D.C. for the signing ceremony in San Francisco, stated that the new training program is the "first step in establishing a skilled workforce and a higher standard of living in Guam." Turner presides over 420,000 heavy equipment operators in the

(Continued on Page 2, Col. 3)

July Semi-Annual

Recording-Corresponding Secretary James R. Ivy has announced that the next semi-annual meeting of the membership will be held on Saturday, July 8, 1978, at 1:00 p.m., at the Masonic Auditorium, 1111 California Street between Taylor & Jones Streets, San Francisco.

Credit Union

Secretary-Treasurer James "Red" Ivy has announced that the Credit Union Annual Meeting will be SATURDAY, JULY 8, 1978, immediately following the Local 3 Semi-Annual Meeting at the Masonic Auditorium, 1111 California Street between Taylor and Jones, San Francisco.

Special Notice

A proposed resolution to amend Article V of the Local Union By-Laws is contained in an official notice on page 3 of this issue of the *Engineers News*.



ENGINEERS NEWS

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Engineers News Photo

INTERNATIONAL VICE PRESIDENT and Local 3 Business Manager Dale Marr puts his signature on the construction training program to be administered by the union.

Looking on are (left) William Haltigan, regional administrator for the Department of Labor and IUOE General President Jay Turner.

Construction Begins Immediately

Corps Signs Off on Warm Springs Dam

Acting immediately upon information received by Local 3 attorneys, the Army Corps of Engineers at press time signed off on the main construction contract

for the Warm Springs Dam project 14 miles northwest of Healdsburg.

The \$119 million contract was awarded to Auburn Construction

Co. in a hastily arranged ceremony May 30—just a few hours after the Corps confirmed with Local 3 reports that the U. S. Ninth District Court of Appeals

had handed down a decision not to delay awarding of the contract, pending the outcome of a current appeal by the dam's opponents.

The contract was signed only 35 hours before it would have lapsed. Corps officials said site preparation will begin immediately.

Local 3 Business Manager Dale Marr hailed the decision as the "first sign of common sense" he has seen throughout the long litigation on the project.

"The decision by the court not to delay construction any longer is an indication to me that Warm Springs Dam will finally become a reality," Marr declared. "We have been in the thick of this fight from the start—shelling out the money, legal counsel and political arm twisting it takes to get these kinds of projects on line—and it looks like it's finally paying off for our members."

Auburn Construction is a consortium of three construction contractors: Gordon H. Ball, Guy F. Atkinson and Arundel construction companies. Auburn's bid was \$19 million less than the next lowest bidder and \$10 million less than the Corps' estimate.

The low price of the contract is expected to reduce the overall (Continued on Page 20, Col. 3)



Engineers News Photo

IN ATTENDANCE AT THE SIGNING ceremony for the Warm Springs Dam contract award are from left to right (back row) Local 3 Vice President Robert Mayfield, Clyde Ingram and Bruce Casten of Auburn

Construction; (front row) Colonel John M. Adsit, District Engineer for the Army Corps of Engineers; Joseph Casey, President and Robert Burroughs, Executive Vice President of Gordon H. Ball, Inc.

Two Decades Of Exploitation

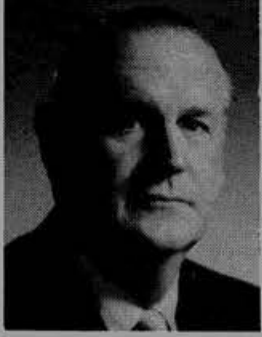
Throughout its involvement in representing construction workers on Guam, Local 3 has been the constant target of American and Asian based construction firms, who have regarded the union as an "intrusion" upon their feudal system of employment. In the last ten years, Local 3 membership steadily dwindled as employers imported alien workers who could be easily kept from joining a union. After a concentrated year-long effort to establish a training program on Guam to upgrade construction worker skills, it appears that the cards are finally shifting in favor of Local 3. Fair labor standards and a chance at true worker representation may yet be a reality on Guam. See the Special Report on pages 9 through 12.

Business PAC's Threaten Labor

Recent court rulings have given corporations a free reign on spending by their political action committees—and it spells big trouble for the American labor movement.

Never before has so much money poured into the coffers of groups dedicated to stamping out unions. Never before has the need been so great for labor to "fight fire with fire." See the special report on pages 6 and 7.





By DALE MARR, Business Manager

Looking At Labor

An Update On Our Involvement On Guam

ENGINEERS NEWS

WIPA

DALE MARR
Business Manager
and Editor

HAROLD HUSTON
President

BOB MAYFIELD
Vice-President

JAMES "RED" IVY
Recording-Corresponding
Secretary

HAROLD K. LEWIS
Financial Secretary

DON KINCHLOE
Treasurer

KEN ERWIN
Director of Public Relations
and Managing Editor

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Some fifteen years and two and a half million dollars later, we are beginning to see a little light at the end of the tunnel on Guam. (See Page One and Pages 9 through 12 this issue.)

Many of our members served with the Navy Seabees, the Army Engineers and the Army Air Force during World War II and later the Korea and Viet Nam wars. They built the runways, landing sites, jungle roads, ship and docking facilities that made it possible for our armed forces to successfully mount actions thousands of miles from America.

A large number of these gallant men returned to this local union after they left the service and many went back to our mid-Pacific islands jurisdiction to work as civilians after the war. It is because of these brave veterans and our pride in them that we felt such a strong obligation to our fellow American craftsmen on Guam and became deeply involved in trying to provide some semblance of decent wages and working conditions not only for our stateside members who were then serving there, but for the local islanders that they provided with on the job training.

Over the years we have been consistently frustrated by a maze of bureaucratic restrictions and interlocking military and foreign relations policies. We have also faced stiff opposition from double-breasted American and foreign contractors who instituted and perpetuated a policy of hiring aliens, many illegal, in order to keep

making exorbitant profits on federal construction projects by employing slave labor under the most demeaning of wages and working conditions.

We hope and believe that all the above is about to change since the Carter Administration and Secretary of Labor F. Ray Marshall have taken a personal interest and mandated a "new policy" for Guam, American Samoa and the Trust Territories. We are proud that they have accepted Local Union No. 3 as the prime training contractor in the first federally sponsored craft training program on Guam. We hope we have kept faith with our brothers who brought these very real problems to our attention many years ago.

* * *

By now, most of you are aware that labor unions have never been able to match management dollar for dollar in the political arena. With new federal and state limitations and campaign disclosure laws, it did seem that there would be an equalizing force in labor's manpower and ability to help register and get out the vote. However, with the new legal Political Action Committees (PAC's) being pushed by management so successfully, millions of dollars in voluntary contributions (free money) are being collected through check-off systems by these management PAC's. Much of this money comes from the very employees it will be used against. We hope you carefully read the articles on pages 6 and 7 explaining the importance of Local Union

3 establishing its own Political Action Committee.

We can say here, with all candor, that most if not all, of the over \$4 billion in construction work that has almost emptied our hiring halls in most areas would not be on line or coming on line without the strong political efforts we've made over the past few years. It surely would not be union work at union pay scale and under union working conditions. We want all the brother members to think about this for awhile, and we will be getting back to you with our suggestions on when and how, under the law, we can set up a Local Union 3 Political Action Committee on a check-off system of contribution.

It seems to me that a few cents an hour is little enough to contribute towards protecting our wages and working conditions from the all out attacks of those on the left and on the right. Think about it.

* * *

Finally, we are happy to report that despite a last minute court attack by no-growth elements, the badly needed Warm Springs Dam water storage facility looks like it is on line. That this project means thousands of hours of work for brother members is important, however, equally important is what it means to the people of Northern California now and in the future. Without dramatic and constant pressure on the part of your local union, this project would have long ago joined thousands of others in limbo.



Over 2,500 Local 3 Retirees and their wives recently had the opportunity to get acquainted with IUOE General President Jay Turner (above left), who was in attendance at the annual Retiree Picnic at Rancho Murieta. In his comments to the retirees, Turner urged them to remain politically active in defending their rights as members of the labor movement. "We are the cutting edge of organized labor," he said of the Operating Engineers.

Turner also declared his intention to help fight inflation. "Our current inflation is attributable in large part to the irresponsibility of big business," he explained.

Displaying postcards printed by Local 3, Business Manager Dale Marr (above right) urged the retirees to take an active role in the current battle for labor law reform, by signing and mailing the cards to their representatives in the Senate. Also in attendance at the event was former General President Hunter P. Wharton.

Training Program for Guam

(Continued from Page 1)
United States and Canada.

"The present situation in Guam has been an embarrassment for the United States Government in light of our current concern on human rights," Turner declared. "It's difficult to press for human rights on an international level when some of those very same violations are occurring in our own backyard."

Turner pointed out that the exploitation of workers in Guam "is typical of why we need labor law reform now." The controversial Labor Law Reform Bill, which its supporters claim would strengthen National Labor Relations laws is currently being debated in the United States Senate.

Turner complimented Secretary of Labor F. Ray Marshall and Representative Phil Burton (D-San Francisco) for their cooperation in establishing the new training program.

Burton, who presides over the House Insular Affairs Subcommittee, which oversees Guam and the Trust Territories, has been very active in supporting the Department of Labor and the Operating Engineers in their efforts to

"clean up the condition in Guam," Turner said.

"Congressman Burton indicated to us almost a year ago that he would call for a full scale Congressional investigation into our allegations on worker abuse and falsified immigration and payroll records on Guam if we encountered difficulty in executing this training program," Turner stated.

Dale Marr, business manager of the Operating Engineers Local 3 in San Francisco emphasized at the contract signing that construction contractors in Guam are "still doing everything possible," to kill the program.

"If Guam contractors do not cooperate with the government by hiring these workers once they are trained, the Labor Department will undoubtedly have to tighten its enforcement of federal wage and hour rules, as well as OSHA regulations which are deplorable there," Marr predicted.

The training contract calls for the Operating Engineers Local 3 to provide entry training to an estimated 150 Guam workers and offer courses to upgrade the work skills of 50 others.

Workers will be trained in class-

room and field settings for four to ten weeks, depending upon their occupations. They will then be assigned to resident contractors at a wage of approximately \$5 an hour for up to 22 weeks of on the job training.

Many veteran construction workers on the island are earning only \$3 an hour, Marr stated.

The training personnel will be composed of journeymen who will be paid their regular union wage rates.

Title III money of the Comprehensive Employment and Training Act (CETA) is used to serve groups with special employment needs. According to the Labor Department, more than \$1.8 billion has been appropriated to operate these programs nationally during the fiscal year that ends Sept. 30.

The Operating Engineers was the first American trade union to organize construction workers on Guam, having assigned staff members to service construction workers employed there in 1963. Construction of a local union office was completed in Agana, Guam in 1971.

San Felipe on Tentative Go-Ahead

The trouble-ridden San Felipe project south of San Jose is finally back on a tentative "go-ahead," Engineers News has learned.

After several months delay resulting from complications in the last round of bids, an official from the Department of the Interior has advised the Bureau of Reclamation that it may continue work on the San Felipe Division of California's Central Valley Project without seeking further approval from Congress.

Leo Krulitz, the Department's chief legal advisor, said the San Felipe project still serves the purposes Congress intended for it when it was authorized in 1967—even though design changes were made recently to keep the project's cost within the spending limits set by Congress.

Bids were held last summer on the Pacheco Tunnel, which comprises the main portion of the project. All bids were thrown out by the federal government, however, when it was apparent that even the lowest bid exceeded the Congressional allocation by \$35 million.

Since that time, the Bureau of

Reclamation has initiated significant design changes intended to cut the costs of the project. The major alterations include shortening the length and diameter of the tunnel, which would transport water from the San Luis Reservoir through a system of canals to parts of Santa Clara, San Benito, Santa Cruz and Monterey Counties.

The Bureau also shifted the bidding procedure from open bids to negotiated bids.

Jerry King of the Bureau of Reclamation told Engineers News that the purpose of going to negotiated bids was to reduce the risk to the contractor and to therefore hopefully reduce the price tag.

A "management element" will be included in the contract, so that the Bureau will make many significant decisions that the contractor would ordinarily make, King explained.

He added that the primary cause of the high bids last summer was that the contractors had considered the project a high risk enterprise, and had figured in many contingencies which increased the price.

Even the current efforts to reduce costs may still not keep the project within the ceiling set by Congress, according to the latest Bureau estimates.

The projected total cost of the San Felipe project is set at \$200.3 million, \$8.1 million over the present limit of 192.2 million. The estimates are geared on a construction inflation index which allows for a constant increase in the cost of the project.

Krulitz of the Interior Department maintains that, since there is a possibility that the construction index could drop within the scheduled duration of the project, there is still a chance that the project could be completed under the ceiling price.

In the meantime, he has instructed the Bureau of Reclamation to notify the proper Congressional committees of the possible cost overrun. The funds that are being requested for this year will not push the project costs beyond the budget.

King told Engineers News that contracts for access roads should be negotiated late this year with work starting on the actual tunnel following up early next year.

Special Notice to the Membership

The following Resolution to amend Article V of the Local Union By-Laws will be presented to the Membership for their consideration at the Semi-Annual Meeting on July 8, 1978, following the General Report of the Executive Board as a special order of business.

Article V Initiation Fee

Be it resolved that Article V, Section 1 of the By-Laws of Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, shall be amended as follows:

Section 1

Delete

"The initiation fee of each applicant for membership in the Parent Local and all Sub-divisions except Sub-division D shall be:

Parent Local	.....	\$200.00 plus \$ 40.00 Int'l Tax
Sub-division A	.....	\$150.00 plus \$ 30.00 Int'l Tax
Sub-division B	.....	\$175.00 plus \$ 35.00 Int'l Tax
Sub-division C	.....	\$150.00 plus \$ 30.00 Int'l Tax
Sub-division E	.....	\$150.00 plus \$ 30.00 Int'l Tax
Registered Apprentice	.....	\$200.00 plus \$ 40.00 Int'l Tax

The initiation fee of each applicant for membership in Sub-division D shall be \$25.00 plus \$5.00 International Tax."

and insert thereof the following:

"The initiation fee of each applicant for membership in the Parent Local and all Sub-divisions shall be:

Parent Local	.....	\$500.00 plus \$100.00 Int'l Tax
Sub-division A	.....	\$375.00 plus \$ 75.00 Int'l Tax
Sub-division B	.....	\$435.00 plus \$ 87.00 Int'l Tax
Sub-division C	.....	\$375.00 plus \$ 75.00 Int'l Tax
Sub-division D	.....	\$ 60.00 plus \$ 12.00 Int'l Tax
Sub-division E	.....	\$375.00 plus \$ 75.00 Int'l Tax
Registered Apprentice	.....	\$500.00 plus \$100.00 Int'l Tax"

Marathon Conflict Culminates In Final OK for Yerba Buena

After more than a decade of legislative delays and litigation, the proposed Yerba Buena Convention Center in San Francisco has received overwhelming approval from the Board of Supervisors.

Termed a "historic" vote by president Dianne Feinstein, the board agreed by a 10 to 1 margin to approve four separate pieces of legislation which will give the green light to the \$100 million underground construction project.

Construction is scheduled to begin in September.

The board passed one resolution approving the exhaustive, \$550,000 environmental impact report on the convention center, which will be bordered by Folsom, Harrison, Third and Fourth Streets. Board members also adopted a resolution which found the project in compliance with "Proposition S," the Yerba Buena initiative approved by voters in November 1976, requiring the project to be built underground.

The board also approved two financing ordinances, one which would raise the city's hotel tax from six percent to eight percent to help finance the project. The other ordinance authorized the issuance of lease revenue bonds by the Redevelopment Agency, which will lease the convention center to the city for 30 years following its completion.

Business Manager Dale Marr praised San Francisco's Chief Administrative Officer Roger Boas for his "untiring efforts" in "taking care of all the loose ends" on the project.

"The success in finally getting Yerba Buena on line can be credited to a lot of concerned individuals—labor and management alike," Marr said. "But the real mover and shaker

in getting this vital project over its final hurdles was Boas. He and his assistants got everyone working together."

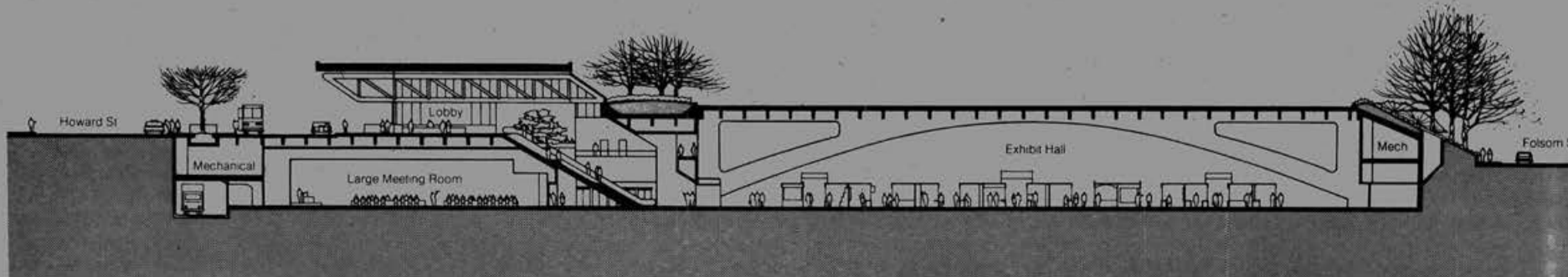
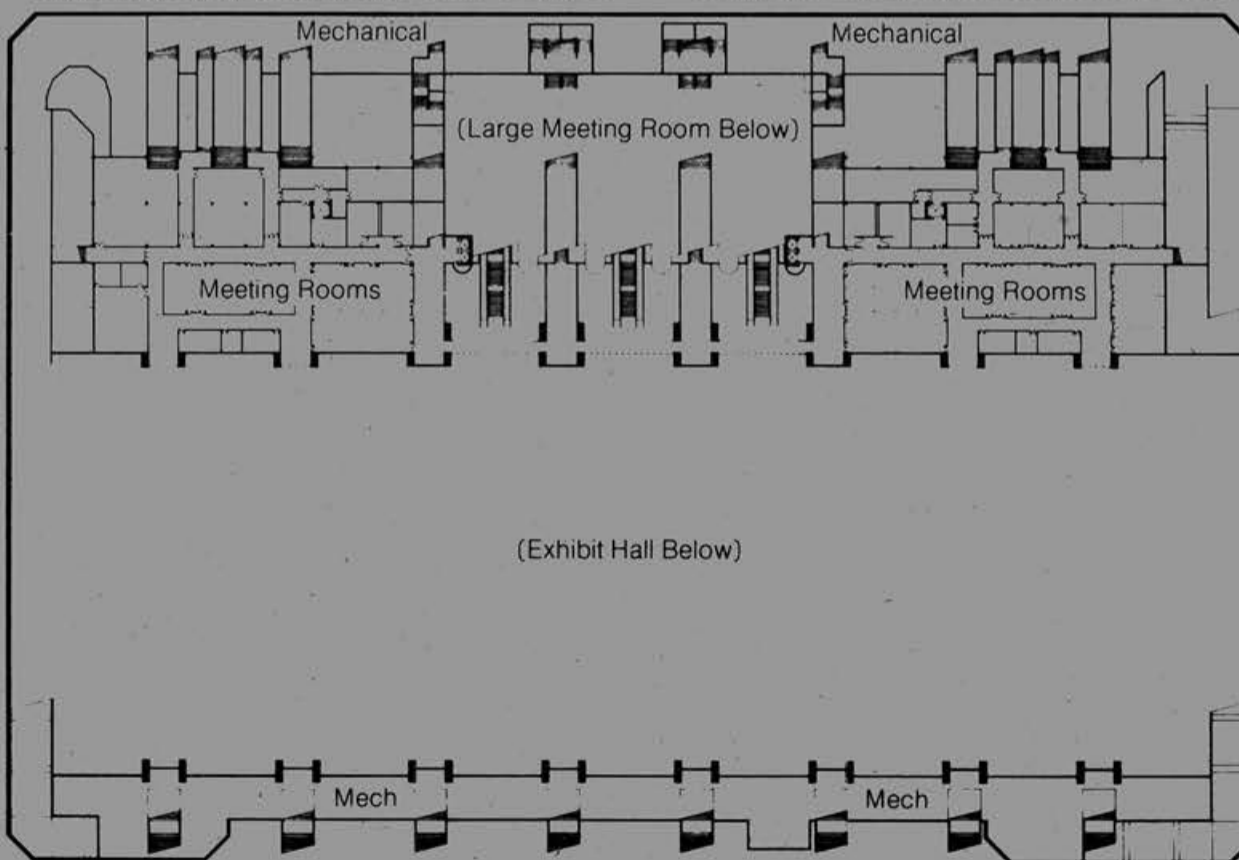
The facility is designed to attract the conventions of professional, industrial and other organizations across the country, which will create considerable employment in the city—particularly in the tourism trade.

During the course of construction, the convention center will generate more than 600 jobs.

These construction jobs will in turn create further new employment opportunities as the income finds its way into the San Francisco economy.

As pictured below, the facility is designed to be built below ground level. The roof structure will be strong enough to support any new development that may occur above the convention center.

Other features of the project include an exhibit hall, consisting of 275,000 square feet of self-contained space made possible by eight sets of concrete arches. It will be the only column-free exhibit hall of its size in the country.





By HAROLD HUSTON, President

A Personal Note From The President's Pen

Should California employers continue to have the power to force their employees to work overtime under threat of demotion or discharge?

That's the central issue involved in California AFL-CIO sponsored legislation now under consideration by the Senate Industrial Relations Committee.

The bill AB 1295, authored by Assemblyman Tom Bates (D-Oakland), would bar employers of 50 or more employees from compelling workers to work overtime under threat of demotion or discharge. It would not affect workers who choose voluntarily to work overtime in any way.

This was a key issue in one of our large Industrial Bargaining Units negotiations during 1977. The employees were being forced to work excessive overtime where it came to the point we considered it an unsafe condition. This issue was resolved to the members' satisfaction in the negotiations.

The bill, which is being vigorously opposed by the state's big business interests, is viewed by organized labor not only as a basic workers' rights issue, but as a measure that could help create jobs in a state that is already suffering an unemployment rate substantially higher than the nation as a whole.

The seven members of the Senate Industrial Relations Committee who will decide the fate of the bill are:

Senators Bill Greene (D-Los Angeles), Ray Johnson (R-Chico); Dennis Carpenter (R-Irvine); James R. Mills (D-Chula Vista); Alan Robbins (D-Van Nuys);

Newton R. Russel (R-Glendale); and Alan Sieroty (D-Los Angeles).

More than six million potentially eligible California voters won't be able to cast their ballots in the June 6 primary election unless they register on or before the deadline for voter registration which is Monday, May 8.

That's also the deadline for voters to postmark a card change of address if they have moved within their county.

According to the Population Research Unit of the State Department of Finance as of July 1, 1978, the 18-years-of-age-or-over population of the state is estimated to be 15,911,000. But the latest registration figures available from the Elections Division of the Secretary of State's office indicate that only a little over 9.5 million are registered.

If you don't register, you can't vote. If you can't vote, the vote cast by someone else whose views may be directly opposed to yours counts twice as much.

Repeated surveys have found that young people in the 18 to 25 age group are least likely to vote while citizens over 40 to 45, particularly those with property interests, are most likely to vote.

So the question is:

ARE YOU REGISTERED?

Your officers are very proud of all the retired brother engineers and their lovely wives or girl friends. The following letter was sent to me and ex-

presses the appreciation of one of our retired brother engineers:

Mr. Harold Huston, President
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, Ca. 94103

April 12, 1978

Dear Harold:

I never thought I'd be writing a letter like this at the time I joined the union but it comes to us all one way or the other. My wife died Jan. 9, 1978 after her 5th heart attack which was a bad one. I don't know how we would have made out without the help of the Health and Welfare and the Drug Program. I can't begin to say how grateful I am for them. It is hard for me to express myself properly but I want so say that you and all the officers of the Union are doing a wonderful job and it is at a time like I have gone through that one truly realizes the worth of all you are doing. The gripers and growlers would change their tune if they knew. So keep up the good work and I hope to write you in the future on a more cheerful note.

BOB PATTY

Operating Engineers Uncover Bones of Gold Rush Ship

It was an interesting week, to say the least, for Local 3 members Bernie Knapp and C. B. "Mack" McDaniels. Currently engaged in excavation work on the Pacific Mutual Building in San Francisco's financial district, they were among the first to spot the buried remains of an old ship hull.

It wasn't long before this ghost of a past era captured the headlines and imagination of San Francisco. McDaniels, who operates the backhoe at the site said they began uncovering chunks of wood a couple of weeks before the decayed remains finally surfaced, but it wasn't until May 3 that they were certain of what they had found—the hull of one of the original Gold Rush ships, the Niantic.

McDaniels added that the workers had a hunch "something was down there" when they were driving several test piles and one of them wouldn't sink. Old maps

and drawings of downtown San Francisco and a history of the old ship confirmed that the decaying hull was indeed the ship Niantic.

Bernie Knapp, an oiler on the job, was the first to contact *Engineers News* of the find. The accompanying pictures reveal parts of the stern, which was the first part of the ship to surface. In the days to follow, workers uncovered over half of the hull that remained after the ship burned to the water line in the great fire of 1851.

It also attracted a hord of government archaeological employees, historians and Maritime Museum people. There was talk of raising enough money to salvage the ship's remains and put them in a museum, but the \$630,000 needed for the project proved to be too steep a sum to come up with in one week's time.

The high cost of salvaging the hull was due primarily to the unstable conditions of the muddy fill

in the area. Removal of the hull would have caused the ground under Sansome Street to collapse.

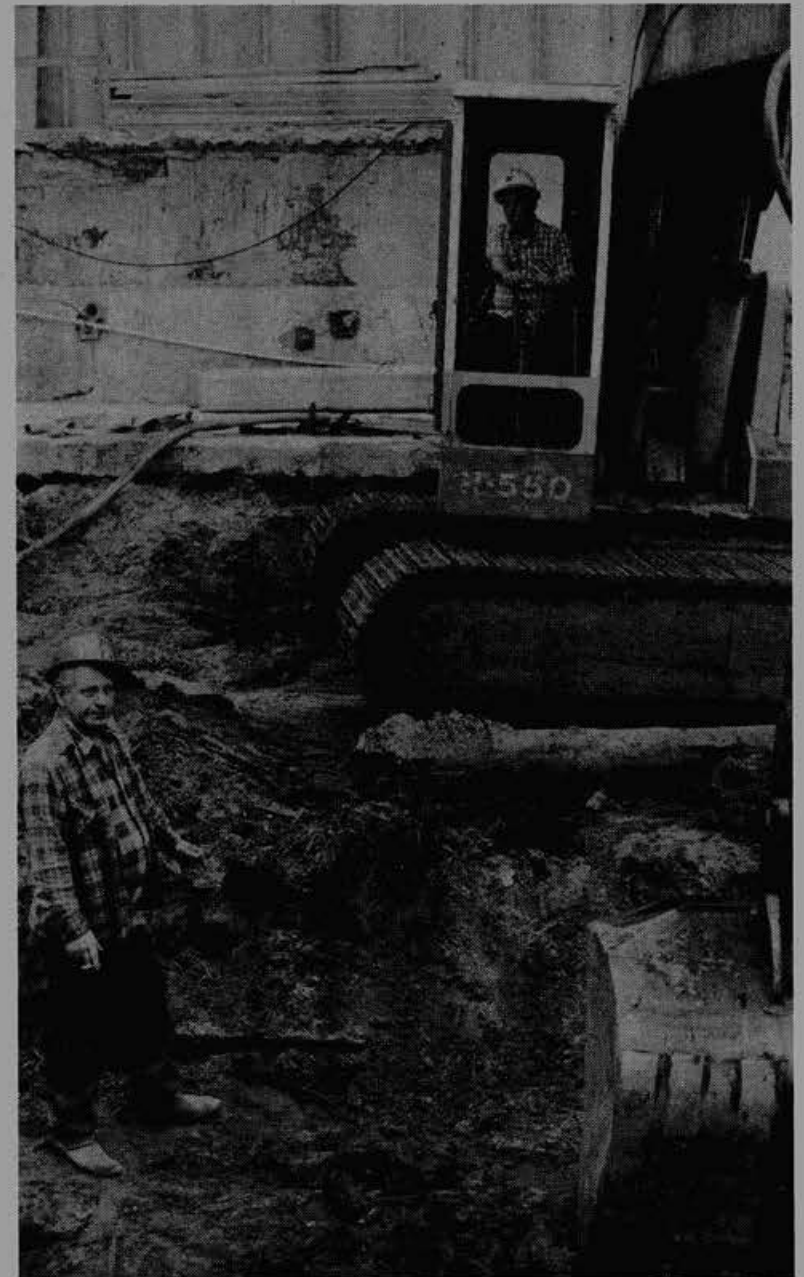
Nevertheless, J. P. Mahoney, developer of the project, did hold construction up for a week, while workers carefully cleared away as much of the dirt and rubble as possible.

After an eight-day delay during which historians tried to work out a plan for preserving the relic, the ship was finally destroyed in the jaws of the dozer, so that work could resume on the 19-story office building.

The San Francisco Maritime Museum was given representative chunks of the ship.

The vessel has a strange and twisted history. A three-masted whaler engaged in the China trade, she set out on her last voyage from Warren, Rhode Island on Sept. 16, 1848 for the north-west Pacific.

But on a tip from the American
(Continued on Page 5, Col. 5)



Engineers News Photos

THE DAY ENGINEERS NEWS was on the scene, most of the Niantic's hull was still covered with mud and ground water. Pictured above, oiler Bernie Knapp stands by while operator C. B. 'Mack' McDaniels scrapes away some of the waste material with his backhoe. To the left, laborers clear away additional waste near the remains of the ship's stern. By the end of the week, workers had cleared away the majority of the ship's remains.



By BOB MAYFIELD
Vice-President

Rigging Lines

At this writing everything, as far as work in the local union is concerned, is going along the best it has been in the five years I've been an Officer. Virtually every able-bodied engineer in Northern California who is willing to work, and in some instances travel to where the work is plentiful, is gainfully employed. In many instances, due to the wet Spring and late beginning, many jobs are working a lot of overtime where overtime was certainly not anticipated. Furthermore, large and quality type Operating Engineers jobs are continually being let, and certainly the work peak hasn't come even close at this yet early date. Last month I reported that barring any last minute injunctions by environmental groups halting the bid-opening, the long-awaited Warm Springs Dam would finally be let. For any who haven't heard, bids were opened in a timely manner on May 2nd as scheduled, and the low bidder was Auburn Contractors, which is a joint venture headed by the Guy F. Atkinson Construction Company. Their low bid was just under \$119 million, which was almost \$18 million under the next bidder (\$137 million—a joint venture of Morrison-Knudsen-Piombo) which, any way you want to cut the pie, is a lot of money to leave on the table.

The first major pumping plant to be let which I reported last month that was due on the huge sewer and water project ongoing in the City of San Francisco was also let when scheduled. Huber-Hunt & Nichols were the successful bidder in what proved to be a very tightly bid project. Low bid was a shade under \$115 million, and clear down to the 4th bidder prices were under \$120 million, with the 2nd low bidder being only \$200,000 over low bid. It is somewhat difficult to imagine these bids being as low as they were in light of the fact that the engineer's estimate for this particular job was clear up to around \$180 million. Somebody's pencil was either much too sharp, or in the case of the engineer's estimate, not nearly sharp enough. At any rate, for the contractor's sake—who now has a big and tough job to do—I hope his figures were right. I make this remark not pleading sympathy for the employer, but most certainly I think all of us like to see our fair contractors make a dollar and not end up broke or bankrupt. In addition, any contractor who takes a job too cheap always will try to cut too many corners, and generally is much more difficult to work for when they are losing money. On the contrary, most who are making a dollar really don't mind sharing a little of the wealth.

Very recently, I once more had the pleasure of attending the now annual Operating Engineers Retirees' Picnic held at Rancho Murieta. This certainly seems to grow each year in size as the word of this fine event spreads by word-of-mouth, and the other factor is that the number of Retired Engineers grows at around 600 to 700 annually. Did you know that the number of Local 3 Retirees has now reached totals exceeding 6,000? There were at least 2,000 members and their wives who attended this year, and even though the weather was a little on the hot side, I'm certain a good time was had by all with a great deal of reminiscing being carried on all over the place by old friends. I certainly enjoyed visiting with many of my old friends and comrades once again. These same people, when I first began as an Engineer, used to call me "Kid" and I certainly will be forever grateful for the advice and help rendered to me by these now-retired brothers, which has been invaluable along my way. To all the brothers everywhere in our Local now retired, I personally wish to each a very long, healthy and happy retirement. You've earned it!

I reported last month that in the oil and gas drilling industry, we had filed for three elections of drilling companies through the National Labor Relations Board. The bad news is that with the Loffland Brothers Drilling Company election we got our socks beat off. This company is the largest non-union drilling company in the world that I'm aware of, and perhaps this may be the first time they have even faced a government enforced representation election. We lost this time but I'm certain we'll be back another day and might be more successful at that time.

The good news is that we were successful in the other two elections with drilling companies. The Big "O" Drilling Company which was filed as a joint petition with Local No. 12 was a winner and at this writing we have signed an agreement with that firm and now have 20 brothers working a union agreement in the Geysers steam area. Tiger Drilling officials chose to not even go to election with us and signed an agreement that is virtually identical to the ones already signed in this growing and energy-important field.

By the time this article reaches press, union officials consisting of Utah District Representative Tom Bills, Business Representative Vance Abbott and myself, along with Job Stewards of Kaibab Industries from Panguitch, Utah, will have met for the purpose of consummating a new agreement for the second time. It is my honest opinion that due to good lumber prices and anticipated continued demand for wood products of all kinds produced by this company, that joint agreement will quickly be reached and, hopefully, ratified by our rank and file involved.

(Continued on Page 16)

Work Warms Up in Valley

The weather is warming up and so is the work picture in Stanislaus and Tuolumne Counties, reports Asst. District Rep. Jay Victor. There are a number of jobs just picking back up after the wet spring and several new jobs just beginning.

In Tuolumne County in the Groveland area, C. F. B. Construction is working. In the Sonora area George Reed Company has several small jobs in process. Madonna Construction has overlay and widening in Sonora also.

In the Jamestown area Bertelson Construction is going well with 6-7 Brother Engineers on the job. R. D. Watson is working on the holding ponds for the water treatment plant. A crushing plant will also be set up. Valley Engineering are just getting started on their pipe job and will be working several brother engineers. George Reed at Table Mtn. Rock Plant and Hot Plant have their crews working and also a few of the old hands are back to work in their shop.

S. J. Groves is still working on the Bridge at Parrotts Ferry, keeping some of our Brother Engineers on the payroll.

In Stanislaus County Ebert and Spartan have a drainage job going in the City of Newman.

George Reed has a small job going in Patterson using a few engineers. Burdick is working on the storm drain for Turlock. Fred J. Early is busy at this time with the sewer treatment plant in Turlock and similar work in Modesto keeping several Brother engineers

working. In Ceres El Camino is still working on the sewer ponds. Work had been hindered due to weather conditions due to the need for sand.

W. M. Lyles and Underground Construction are working throughout the county.

Marin County Report

Asst. District Rep. "Lucky" Sprinkle reports that groundbreaking ceremonies were held on April 26th, for the new Fireman's Fund Building located on a hillside north of the Civic Center, a five-story 135,000 square-foot building.

General Contractor for the new building will be Swinerton and Walberg.

A sudden spurt in the construction industry has resulted in a shortage of Operators, also a shortage of contractors bidding jobs, Sprinkle said. Ghilotti Brothers was one of just two who bid for the new interchange on Highway 101 on the west side of its intersection with North San Pedro Road. Work should begin in 45 days and is scheduled to take about seven months. Amount of the contract is \$609,296, awarded to Ghilotti Brothers. The contract

is 28 percent above estimate for the project, but it was awarded because it appeared unlikely that a lower bid could be obtained.

Ghilotti justified its bid on the grounds that a cement shortage is due this summer, and labor costs are expected to rise. Tutor-Saliba at Soulajule Dam are moving along with a good crew of Operators. This project is good until November.

Bresnan-Dalecio have a few Operators busy at their Cheda Knolls job, also at Kendon Ct. in Novato.

Fanfa-Mulloy doing a job at north end of Simmons Rd. and San Marin Drive in Novato. They are also at Partridge Knolls, San Marin Dr. in Novato.

McGuire & Hester is moving along at Redwood Blvd. and Olive in Novato. O. C. Jones is still at Pacheco Valley with a few Operators.

Work in Oilfields Excellent

Oil Field Rep. Frank Townley reports that work in the oil fields is excellent. It looks as though the long winter is over, with the sunshine and some warm days in the 80's. The work picture in the drilling industry has opened up in a big way, with all rigs in Northern California working at full swing.

Hunnicut & Camp have all five of their rigs running: Rig No. 1 is running in the Byron area; Rig No. 2 is also running in Byron; Tex Hillman's rig (No. 3) is in Colusa; Pete Cox's rig (No. 4) has finally gotten their derrick repaired and are drilling in the Geysers area. When Rig No. 4 went back to work the hiring hall was able to dispatch about 12 men to Hunnicutt & Camp. Rig No. 5 is rigging up in Meridian.

Perryman Drilling Company is in the Woodland area and has work stacked up all the way to the end of the year.

Camrich Drilling is also working in the Woodland area, with several jobs ahead of them. This rig came from Santa Maria and has put about four of our brothers from the north to work, and as some of the Camrich hands return home they will be needing more hands from our Halls. R. B. Montgomery's Rig No. 7, drilling in Kettleman City, has at this date reached a depth of 19,000 ft. and is not experiencing any trouble. "This rig is the finest rig I've ever seen," Townley commented.

"Gary Drilling Company has two rigs working in our jurisdiction and also in Fresno County," Townley added. "We are glad to have these companies working in No. 3's jurisdiction."

In the Geysers, R. B. Montgomery has Rig No. 6 working for AMINOIL, Inc., and Rig No. 14 working for Union Oil, along with Hoover Drilling Company. Hoover's

Rig E-2 has been sold to Peter Bawden Drilling Company. Hoover's hydraulic rig is to rig up soon to take the slack out of the loss of Rig E-2. Hunnicutt & Camp's Rig No. 3 is also now running for McCulla Oil Co.

There are two more drilling contractors now in California under contract. The Tiger Drilling Company of Houston, Texas, has signed a contract with Local 3 and at this time is drilling in Colusa for Tiger Oil. The Union's hiring halls provided 13 men to Tiger in all classifications, from Drillers on down. This company has commented that they were very much satisfied with the hands dispatched.

On April 26th in Los Angeles, Townley reports he was at the Government Building to count ballots after an Organizing Campaign with Big "O" Drilling Company of Bakersfield, which has a rig in Ventura and in the Geysers. A joint petition by Local 12 and Local 3 resulted in a very decisive victory for the Union hands in the State, as there was only one "no" vote. On May 1st, Vice President Bob Mayfield went to Bakersfield and the contract was signed, with wage, vacation, pension and health benefits.

Local 3 also had an election with Loffland Brothers in the Geysers.

"This election was won by the Almighty Employer," Townley stated. "Not making excuses, but there were some factors to consider why the election was lost. The time of petitioning for an election to the election date was 10 months."

"In this span of time almost every hand working who had wanted a fair chance to be represented (and this was well over 50 percent of the men working for Loffland Brothers) was run off or quit under unfair working

conditions.

"I'm glad to say that we have gotten most of these good hands to work for fair employers," Townley added. "The replacements were from back east where the going rate for a roughneck is about \$5.00 per hour. They come out here and get \$9.50 per hour and don't even know why."

"The California oil field worker is the (on an average) highest paid anywhere in the world. The reason for this is that you union hands had enough BALLS to stick together and organize. It hasn't been all 'Roses and Lollipops,'

(Continued on Page 14, Col. 1)

Niantic

(Continued from Page 4)

Consul in Panama, the ship changed course, picking up several hundred passengers yearning to reach the gold fields of California. The passengers included men who were to become judges, ranchers and merchants.

When the ship arrived in San Francisco in July 1849, the crew abandoned ship with the passengers to find gold in the Motherlode. The ship was run up on the beach, which at the time extended to what is now Clay and Sansome streets and the vessel was sold for use as a warehouse.

With the shortage of housing brought on by the gold rush, the Niantic and hundreds of other vessels were converted into floating hotels.

In 1851, the Niantic burned to the waterline and was gradually filled in by land. New buildings rose on its grave. In 1895 construction workers uncovered 35 baskets of champagne hidden in the ashes of the 1851 fire. The ship was once again buried, to be forgotten until its brief reentry into the world last month.

Manipulating the Media Against Unions

A Special Report by James Earp

"What the hell is going on?" blared the eye-grabbing headline. Underneath was pictured an "anonymously leaked" memo from a well known public relations firm to the Southern California Gas Company.

The rest of the full page political advertisement was devoted to convincing the reader that key public officials were being bought off and pressure applied by corporate powers to secure approval of the proposed Point Conception liquid natural gas terminal on the California Coast.

The ad, which appeared in the May 16 issue of the Los Angeles Times was purchased under the auspices of "Citizens Against Government Dumbness" at a cost of \$10,000. This group is little more than a front for environmental and anti-labor activists like Tom Hayden, the Sierra Club, the Wilderness Society and other organizations which have repeatedly stymied construction projects vital to the economy of California.

With a circulation of over one million, the advertisement may jeopardize the status of this project more than any other single action which has been taken against it.

This is not an isolated incident.

The use of the media to apply political pressure on the public is becoming more prevalent every month. Environmentalist and business groups are skillfully manipulating the attitudes of millions of people.

By far the most sophisticated propaganda now filling our air waves, newspapers and mail boxes is being employed by corporate political action groups throughout the country. Now, more than ever before, business appears to be in training to develop its political muscles.

The irony of this trend is that business has taken its cue from the AFL-CIO, which for decades enjoyed the distinction as the biggest and best political mover in the country.

That is rapidly changing. Now it appears that maybe the labor movement will have to take a few lessons

in modern technology from business if it wants to keep its head above the political waters.

Over 500 business political action committees have cropped up nationwide—most of them since a 1976 court ruling which allowed corporations to raise unlimited amounts of money for political purposes.

They take many forms. Some, like the Chamber of Commerce and the National Association of Manufacturers have been around a long time, doing their best to undermine the labor movement.

But there is a new breed of political action committee—carrying such innocuous names as the "Good Government Fund," or "Employees for Good Government"—which pose an even greater threat to the labor movement in terms of sure financial clout.

These political action committees reach down into the pockets of upper and middle management. Many of them have incorporated a "check-off" system where money is automatically deducted from pay checks

and placed into a political action committee.

Some corporations have gone even further by convincing rank and file level employees to donate to corporate political funds for the purpose of "promoting the industry" and thereby preserving their jobs.

Unfortunately, most of these funds go for supporting political candidates who are committed to preserving the power of management, not the rights of working men and women. Once the money is in the coffers of the political committees, employees have no idea where the money really goes.

How can labor counteract the rising influence of business on Capitol Hill?

Business Manager Dale Marr believes that labor unions must "fight fire with fire." The only way that union members can be assured that their political donations are working in their favor is to organize political action committees at the rank and file level that will represent their needs, not the desires of management.

"We are rapidly entering a time when business is out-lobbying, out-spending, and out-organizing labor on the political front," Marr emphasizes. "They have devised superior mailing operations and are leaning heavily on lobbying to accomplish their anti-labor ends."

The current battle over the Labor Law Reform Bill, which is now being debated in the Senate provides ample testimony of the extensive campaign business is capable of waging against trade unions.

In the forefront of the opposition is the National Action Committee, a broad business coalition formed initially for the purpose of beating the proposed labor legislation.

Calling the Labor Law Reform Bill an open door to "push button unionism," right wing opponents have blanketed millions of voters with their corporate funded propaganda. And all indications are that the campaign has been effective. Several U.S. Senate offices contacted by *Engineers News* conceded that constituent mail in the last several months on Labor Law Reform has been dominated by business funded post cards and letters.

The Business Roundtable, another large coalition based in Washington may be the single most powerful group of corporate strategists in the country. Formed in 1972 from two other business organizations, the Roundtable is dedicated, as one of its chief founders said, to breaking up the "excessive power of labor unions."

The Roundtable is composed of 190 chief executives of the country's major corporations. Executives are organized into task forces to analyze issues, take positions and argue them at the White House and in Congressional offices. They can always get a hearing. Busy politicians and bureaucrats will juggle schedules to

Anti-Union 'Experts' Haul In Big Money

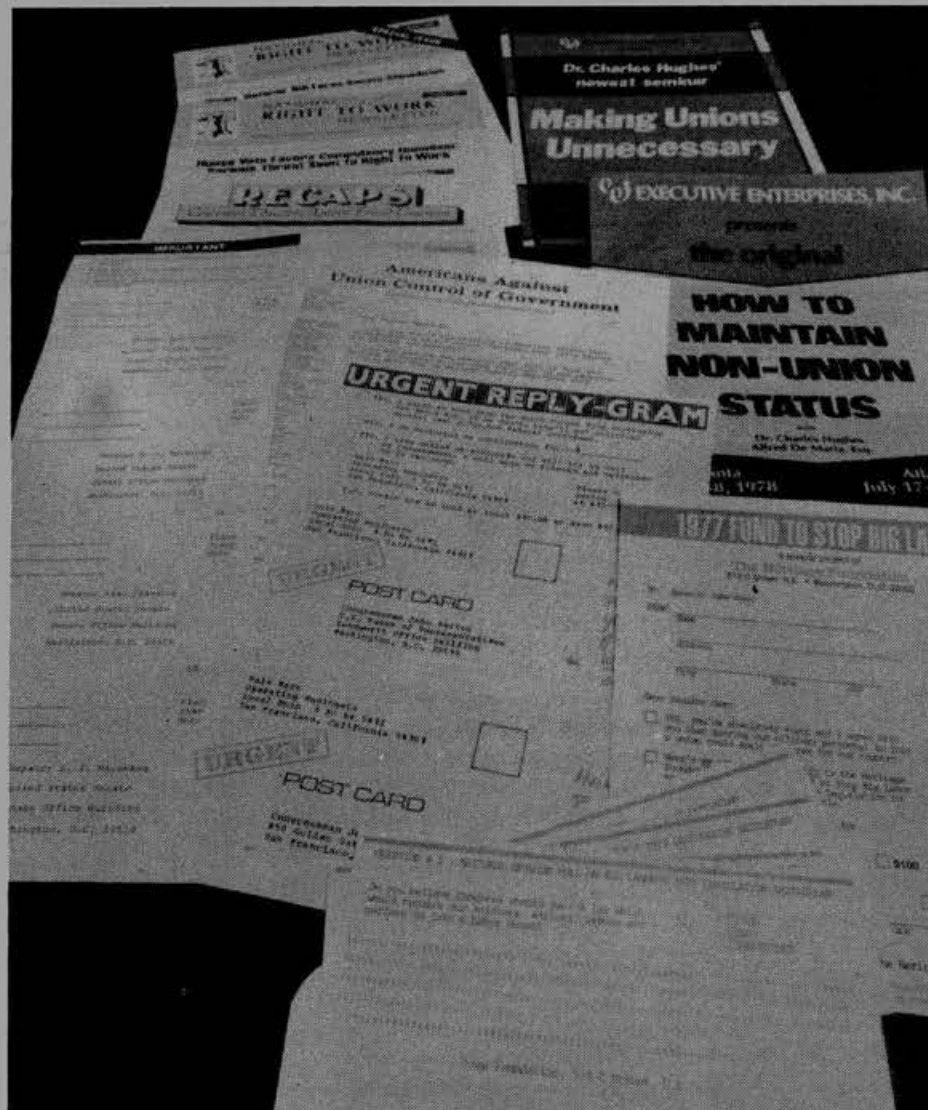
Advising companies on how to ward off labor organizers or to get rid of unions which already have collective bargaining contracts is turning into a "big business" industry of its own.

Personnel directors for companies large and small are being flooded with brochures announcing seminars, courses and books on how to battle with organized labor. Several of these sprouting firms have devised what amounts to a traveling road show—going from city to city to put on seminars featuring "experts" in the field of frustrating unions.

The tactics these consultants suggest run from what might be called "hand to hand combat"—telling employers how to get rid of unions already in the midst of an organizing drive—to more subtle methods, like improving a company's personnel policies.

In the process, they have become a primary target for the labor movement. Many of these experts—most frequently lawyers or psychologists—are teaching firms tactics that are blatantly illegal. Even so, they are doing a brisk business.

The price for these seminars is steep. Executive Enterprises, which is the leading anti-union consultant in the business (see photograph) charges \$450 per per-



WHETHER ITS ANTI-UNION CONSULTANTS or political action committees, the right wing is going full bore against the labor movement. Pictured above is a small sampling of the material *Engineers News* receives directly or from members who forward the mail to Local 3's main office.

son, and draws about 1,200 people each year. The brochures advertise that the fees paid for learning how to thwart unions is tax deductible as "education undertaken to maintain and improve professional skills."

Alan Kistler, director of the AFL-CIO's department of organizing and field services, says that

unions have no desire to outlaw labor relations consultants—only to make sure that they obey the law.

Hopefully, Kistler adds, the passage of the labor law reform legislation now pending in the Senate will reduce the ability of anti-union consultants to advocate breaking the law.

see VIP's like the head of General Motors or I.B.M.

These businessmen have immense financial resources at their disposal.

They can kick in tax deductible donations from corporate profits to help a pro-business or anti-labor candidate in a close race. The latest trend is to hire expensive consultants to generate impressive surveys and statistical studies for Congressmen who are becoming increasingly reliant on such information.

Labor union leaders in large part cannot justify playing this kind of free wheeling, big spending game. Local Union leaders in particular must follow very strict guidelines when contributing to political causes. Furthermore, the dues dollar is committed heavily to servicing the membership—a responsibility that corporate profitmakers do not have.

Local unions are almost completely restricted from contributing to candidates for federal office. Since the Federal Election Reform Act, contributions to candidates for federal office have been largely the domain of the international unions, which have had to set up political action committees for that purpose. These committees generally have operated on much tighter budgets than their corporate counterparts.

The big business trend is the same on a state level.

In the campaign years of 1975 and 1976, businesses and public utilities in California outspent labor on lobbying by a margin of five to one.

Of the \$40 million total that was spent in this period on lobbying activities, businesses and public utilities spent 48.5 percent of it, while labor spent only 9.2 percent.

The largest single lobbyist in the state was the California Medical Association, which spent \$1.4 million. They were closely followed by Pacific Telephone and Telegraph, which spent \$1.3 million. One lobbyist representing oil, liquor and horse racing earned \$443,000 as lobbyist.

Obviously, big business is not a myth in California.

If present trends continue, the future for labor in politics looks very dim. The "almighty dollar" still reigns during election season. It is the political contribution that pays for campaign printing and advertising.

It is the political dollar that pays for consulting and informational services which provide data to legislators on the needs and problems confronting their constituencies.

Labor cannot hope to outspend corporate political action committees, but it can seek to strengthen its financial resources by establishing political action committees supported by voluntary contribution from union members.

One thing that labor will hopefully always have is strength in numbers and an ability to "get out the vote" on election day. Combine this with a large number of small donations from the rank and file, and labor will once again be the "biggest and the best."

On Political Spending

Court Gives Business Free Rein

(Editors Note: The following article, which calls attention to an important recent U.S. Supreme Court decision that could result in corporate domination of the nation's political life, is reprinted from the May 8, 1978, issue of "Memo from COPE," the official publication of the AFL-CIO's Committee on Political Education.)

Corporations have been invited to purchase all the public opinion money can buy. Compliments of the U.S. Supreme Court, they now are free to pour unlimited funds from their treasuries into, for example, a campaign for a state right to work for less proposal, or any other issue they choose.

Theoretically, they could empty their treasuries buying time on the tube or radio, advertising space in newspapers and magazines and in direct mailings to voters.

The 5-4 decision was instructive of how some presidential actions reverberate through the years long after the President has left office.

The decision was put across by a cadre of Nixon appointees. It struck down a Massachusetts state law prohibiting such corporate use of treasury funds.

The majority said in effect a corporation has the same right of free speech as an individual and is entitled to express itself to the public on any issue whether or not its interests are directly affected.

While most speculation after the decision centered on its potential effect on state referendums, the fact is it seems to go well beyond that. For the Court hinted strongly that corporations would have similar rights to spend from their treasuries in behalf of candidates for office, as long as the corporate effort remains independent of the candidate's campaign structure.

Thus, corporations now have the best of two worlds. They can pump massive amounts of corporate treasury funds into advertising for a candidate they favor, while their corporate political action committees can contribute directly to the candidate himself. (There are now about 570 such corporate PACs.)

This multiplies by a factor beyond calculation by any slide rule or computer the potential impact of corporate chieftains' private viewpoints on American public life, and the amount of money they are able to put into opinion-shaping.

The Supreme Court decision handing corporations the right to unlimited political spending raises the possibility that public opinion in this country will be shaped largely by a small handful of powerful business and industrial leaders.

The Court ruling came at an interesting time, just days after release of a study showing how closely linked are the nation's largest and most powerful firms through the men and women who sit on their boards—and how relatively few per-

sons really call the shots for American business.

It is this same grouping that probably will help determine how massively business will move into public airing of its positions on issues and how much of corporate treasury funds will be poured into influencing voters.

In the first comprehensive look at interlocking directorships among major companies in over a decade,

a Senate Governmental Affairs subcommittee discovered 530 direct and 12,193 indirect interlocks among 130 of the country's top industrial firms, financial institutions, retailing organizations, transportation companies, utilities, and broadcasting companies.

Together, the 130 corporations control \$1 trillion in assets, or about 25 percent of all corporate assets in the United States.

Political 'Check-Offs'— A Few Basic Facts

State and Federal campaign laws are very complex, but here are a few basic facts on political action committees that every local union member should be aware of:

Federal Election Limitations

Local unions are prohibited under the Federal Election Campaign Act of 1976 from using treasury funds to make contributions to candidates for federal office. Any contributions to federal candidates must come from a political action committee, which receives voluntary donations from union members.

Local 3 has established such a committee, the Supporters of Engineers Federal Elected Candidates (SELFEC). Contributions to the committee have usually come through the sale of baseball caps and belt buckles emblazoned with the Local 3 insignia.

The International Union has established the Engineers Political Education Committee (EPEC) for contributions to federal candidates on the international level. Both of these committees work with limited budgets when compared to corporate political action committees.

Political Campaign "Checkoffs"

The purpose of the Federal Election Control Act was to prevent wealthy special interest groups and individuals from "bankrolling" a political candidate's campaign with huge donations.

Basically, political campaigns must be paid for by lots of small contributions rather than a few big ones.

Many corporations have been able to get around the limitation by establishing a "checkoff" system, where employees agree to have a specified amount automatically deducted from their paychecks and deposited in the corporation's political action committee.

However, union members who are concerned about where these political dollars are going need not donate to the corporate political action committee. They are encouraged under the law to arrange with their employer, either by agreement or by collective bargaining to check off small contributions to their union's political fund.

This means that working people, through their union, can exercise more impact on political elections than ever before.

If a company already has a checkoff system for some its management employees, it is not necessary for the union to negotiate a checkoff system for employees organized in a union. It is the right of the union under the law to establish a voluntary checkoff system, regardless of the wishes of the employer.

Checkoffs for Political Contributions are Voluntary

Under the law, local unions have the right to negotiate for a checkoff contribution to a political fund, regardless of whether the company maintains its own checkoff or payroll deduction. Employers have a duty to bargain over this issue.

If a checkoff system is negotiated, the union must then solicit voluntary authorization from each member working for the company. Union members do not have to authorize the checkoff, even if it has been negotiated into the collective bargaining agreement.

A Small Checkoff Goes a Long Way

A checkoff of a few cents an hour may not seem like much. For an individual member of Local 3, that would amount to about \$15 or \$20 a year. But if all Local 3 members were to voluntarily contribute such an amount, it would add up to a lot of support for candidates who would vote right on important labor and public works legislation.

Work Looks Good for San Jose

Asst. District Rep. Jack Bullard reports that Bill Glipsey, who has run the lube truck for Granite Salinas branch "almost forever," had a cataract removed from his left eye recently. He'll probably be back to work again late in June, Bullard said.

Jim Hopper at Graniterock Aromas went to a clinic in Santa Barbara when they finally diagnosed his chronic health problems as a hiatal hernia. Jim feels fine

now, after feeling pretty bad for a long time. He's back at work again, "ornery as his brother Leonard Hopper," Bullard says.

Bob Lindstrand, Kaiser Natividad Steward, is working again after hospitalization. Harley Davidson felt somewhat "indisposed" for awhile, but he's home again, feeling fine. "He and Jeanette do a tremendous job — free — for the Retirees Association," Bullard added.

Harvey Pahel reports that work in Santa Cruz has started to break, now that the rains have stopped. It seems every contractor in the area has enough work to last clear through until the rains come again.

McGuire and Hester has started a water and sewer job in Scotts

alley and this should be a good job for five or six of the brothers as they will be putting a water line down one side of the street and a sewer line down the other side.

Steve P. Rados has been going real good with their project in Santa Cruz, and has now started the second heading of this job on Seacliff beach. The rains have created some problems for them, as the project down on Seacliff beach was required to stop Memorial Day and will not be able to start back up until Labor Day, so as not to interfere with the people vacationing at the State Beach.

Granite Construction out of the Watsonville Branch is very busy in the Hollister area with four or

five jobs going at this time.

Graniterock is expanding and putting a new rock plant in the Hollister area. Hillsdale Rock is also putting in a rock plant in the Paicines area.

After 40 years or more doing various jobs along Cannery Row, and the last 27 years with Monterey Sand as a member of Local No. 3, Mike Drake will be retiring May 31. Mike is very happy to be taking a pension and he and his wife are planning to do some traveling around the United States, Pahel reports.

Pacific Western is finishing Highway One from Castroville to Marina. This job should finish by the end of May and will be open to the public. It has been a very good job for many of the brothers

who live down there. If at some future date, the environmentalists would ever consent to it, it would be kind of nice to finish the freeway from Watsonville to Castroville and tie all that highway in. Pahel said "this probably will not happen because we might disturb a three toed Salamander or take down a tree."

"I would urge all of you who live in Santa Cruz, to exercise your voting privilege and support the recall movement with a YES vote and also vote for the following people for Supervisor: Bob Morton, Dick Little and Pat Liberty, and Pat Noren for Sheriff of Santa Cruz County," Pahel urges. All of these candidates have been endorsed by the Grievance Committee.



AS THE PICTURES ABOVE INDICATE, work is going full steam ahead on the modernization of Kaiser Permanente's Cement plant near Cupertino. Despite statistics showing that the new plant will reduce emissions by 52 percent in comparison with the current facility, Kaiser still met stiff opposition from environmentalists and town residents. Working the dozer in the top photograph is John Escover. Scraper operators are Elmo Riccio, Duey Davis, Lloyd Hack, Don Wise and Harold Batye. Other Local 3 members on the job, which is contracted out to "Buz" Haskins are Richard Smith, Jim McGee, Herb Meyers and H. P. Martin.

Many Small Jobs in Nevada

Business Rep. Dave Young from the Reno District reports that the Getty Oil Company has subcontracted to the Schultz Construction Company for site preparation of a condominium complex in Reno.

Schultz also has two jobs at Tahoe — one on Loop Road and another on the Del Webb project. Young reports that Schultz may also resume construction on the Jennings project.

Contri Construction in Sparks is in the final stages of its Hunter Lake underground job in Reno and will soon be ready for paving. Conconex was the successful low bidder on a number of underground projects throughout Reno.

H. M. Byars has started site preparation on McKenzie's 300-unit condominium complex near

lakeside. At Hawthorne, Porter Engineering is getting underway after the winter weather.

The Baxter Company hasn't lost much time during the winter on its Navy Base demolition project, Young reports. J. C. Compton has completed crushing and has started paving on Highway 95.

The Hood Corp. has three crews busy. Savage Construction is working approximately 12 operators throughout Washoe Valley. Robert L. Helms Construction has several paving jobs in the Carson, Reno and Sparks areas, and they are well underway on the white paving job on Highway 395 as well as the \$7 million Ring Road job.

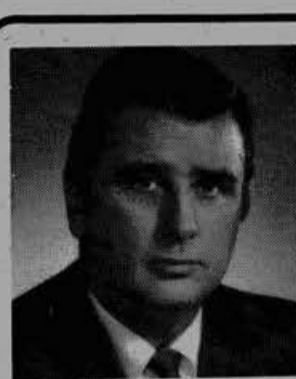
Barlow and Peek out-bid several non-union firms on a 250-unit subdivision at King's Row by using

the new custom agreement. D. W. Burge is also using the new custom agreement and the brothers there are enjoying the best work season they have had, Young says.

Carrao Construction has erected the tower crane on the new 12-story Sands Hotel and Casino in Reno.

The MGM Grand Hotel made its grand opening on May 3. But there is still lots of work to be completed, Young says. R. E. Ferretto has several house jobs in the Sparks and Reno area, working about 15 operators. The new gold processing plant at the Duval Mine in Battle Mountain is well into construction. Completion date is set for the end of July.

Cortez Gold, after being closed down this winter, has resumed its leaching process.



Treasurer's Report

By Don Kinchloe
Office Phone: 415/431-1568
Home Phone: 415/837-7418

A recent article in the Pensioners' Progress stressed the importance of having a CURRENT Designation of Beneficiary card on file with the Operating Engineers. The result of this article was a tremendous response of new beneficiary cards being forwarded to this office.

When adding these cards to our current file, too often this card turned out to be the ONLY one on file.

Each year there is an increasing number of deaths with an increasing amount of problems in the processing of these claims. 70 to 75 per cent of the claims being processed today must be left to the decision of parties other than the immediate family. WHY? . . . Because Members have overlooked changing their Designation of Beneficiary cards with Local 3.

If, while you are living, your loved ones are important to you—then, shouldn't their welfare be of a greater concern when you are no longer around to help them? Over the years you have exercised your rights, voiced your opinion, changed your marital status and signed your name to many documents . . . but you have neglected to UPDATE your "Designation of Beneficiary" card.

Possibly you are not aware of some known facts, namely that a beneficiary card completed by you some 15, 20 or even 30 years ago, you had named a previous wife. Since that time you have remarried and neglected to change your beneficiary. Now, years later . . . who will receive your benefits?

The Local 3 and International Death Benefits will revert to "Who Shall Be Beneficiaries" as indicated in the "By-Laws" and the "Constitution," wherein these specific benefits are payable to "Next of Kin."

However, any Life Insurance and/or pension benefits will go to . . . (1) the named Beneficiary, currently on file, (2) left to the decision of a special Board of Counselors, OR (3) as in many cases in the past, the family, unable to reach an agreement must end up hiring attorneys, going into court and await a decision to be made by impartial parties as to whom they believe should be the recipient of ALL benefits. If it reaches this point, the Local 3 and International Death Benefits are also included in the decision by the courts.

In the case of a divorce, when a Member designates his wife or husband as beneficiary and thereafter the marriage to that designee is terminated by divorce, it shall be presumed in the absence of *evidence to the contrary, that the designation of the spouse as a beneficiary has been revoked by the Member. *(Evidence to the contrary being a designation of beneficiary card to supersede the one made, prior to your divorce.)

It boils down to this . . . by not having a current Designation of Beneficiary card on file, a choice which should have been yours must now be left to others, with a possibility of the monies involved being split several different ways. If it could be known, this may not be the way you would have wanted it to be. So YOU are the only one who knows for certain what your wishes are. Only YOU as a Member of Local 3 can take the guess work out of WHO is your BENEFICIARY.

What can you do about it? You can contact the San Francisco Office, either by telephoning (415) 431-1568, Extension 14. Or writing to the Operating Engineers Local Union No. 3, P.O. Box 5412, San Francisco, California 94101 requesting we check our records on whom you have designated as your Beneficiary.

ALL beneficiary cards are kept under security in this office and the information contained on these cards is always held in strictest confidence. If a member wishes to change his beneficiary, he is free to do so as often as he desires. All cards are kept on file with the card bearing the latest date having precedence over all others—this is why the entire card must be completed in its entirety bearing the date and signature. It is also a good idea to indicate a CONTINGENT BENEFICIARY.

The island of Guam fits the description, "out of sight—out of mind." The morbid stories of worker abuse and exploitation that have begun to run rampant on the island rarely find their way back to the states. Local 3, which has serviced its construction workers on Guam for many years has continually fought this deplorable state of affairs. Only recently have we made significant headway. The implementation of a construction training program this month on Guam, coupled with the recent fight to increase the island's prevailing construction wage rates will do more to alleviate these "serf-like" working conditions than any single event in Guam's history.

By James Earp and Mark Stechbart

Guam:

An Island with a 'License to Steal'

Guam has traditionally been called "the place where America's day begins." But the light of day has never burned very bright for the resident and alien construction workers who built the island's seaports, military installations, private businesses and homes. In a sense, the tiny island located 5,100 miles out in the Pacific Ocean can be compared to the host of other islands that once comprised the Far Eastern sector of 19th Century British Imperialism—it was built literally from the sweat and labor of slaves and indentured servants.

But the embarrassing plight of the unskilled and semi-skilled worker on Guam cannot be attributed to the overzealous capitalism of the British Commonwealth. Ever since 1898, at the conclusion of the Spanish-American War, Guam has been a possession of the

United States—one of the fruits of America's own "manifest destiny."

Recent events are putting new hope into the future of the construction worker on Guam. The successful efforts by Local 3, the Labor Department and the Carter Administration to establish new, higher wage rates and a construction training program are setting the stage for higher living standards on Guam and the opportunity for workers to be represented under union collective bargaining agreements.

A visitor stopping even briefly on Guam cannot help but notice the peculiarities of the island. The military is everywhere. One-third of the island is owned by the Department of Defense. As a consequence, military spending dominates the fragile economy.

Nearly everything—being imported—is ex-

pensive. Tourism is the predominant enterprise, but the most common vacationer is more likely to be Japanese than American.

A visitor staying on Guam a little longer would notice other oddities. There is a disproportionately large percentage of the workforce employed by either the federal government or the Government of Guam (Gov-Guam).

Nepotism and the political patronage system are alleged to extend even to the lowest levels of the GovGuam bureaucracy. One recent study by the Western Federal Regional Council reports that the Guam Department of Agriculture had a staff of 80 people with a budget of \$800,000, yet the island has barely over 100 wage and salary agricultural workers who farm less than 1,000 acres on Guam.

(Continued on Page 10)



Alien Workers Tell of Beatings, Abuse

On Sept. 22, 1977, 11 Filipino employees of the Oripac Painting Company on Guam filed suit in federal court, charging their employer with illegally withholding wages and engaging in a number of human rights violations that one labor official described as "reminiscent of turn-of-the-century sweatshops and yellow dog contracts."

This trial, which is still undergoing preliminary arguments would be sensational in any court here in the states, but in Guam it appears to be almost typical of the many cases of alien worker abuse and exploitation that have finally begun to surface in newspapers and government reports.

The lawsuit follows close on the heels of an ongoing investigation of the company by both the Guam and U.S. Labor Departments. According to records examined by *Engineers News*, Oripac Painting is being investigated for failure to pay employees overtime for work performed over 40 hours, failing to maintain accurate payroll records, hindering the investigation, falsifying records and violation of the certification procedures for importing alien "contract" workers.

Eleven workers are involved as plaintiffs in the lawsuit against Oripac. These workers were the only ones out of the company's 60 alien workers who actually made their complaints public. In past cases, alien workers on the island have suffered exploitation by their employers in silence for fear of being deported back to their home countries.

The 11 former Oripac employees are suing for over \$1.5 million in damages: \$390,000 in actual damages, \$600,000 in punitive damages and \$523,000 for unpaid wages and overtime. The Guam Labor Department claims in its investigations that at least \$194,000 in wages and overtime has been illegally withheld from the 11 former employees.

The charges against Oripac are so serious that, should they hold up in court, the case will very likely set a precedent for the stricter enforcement of fair labor standards on the island.

Oripac has had a reputation on Guam for being a competitive contractor. On Guam, "competitive" translates to a firm that can bid for jobs in the same range of rock-bottom prices as foreign based companies using their own low paid imported workers.

An alien contract worker at Oripac allegedly had a gun held to his head and was told that if the rain delayed the painting project again, he would be shot. Another painter charged he was injured by deliberate and forcible application of caustic paint remover to his body.

Actually, even though Oripac Painting Co. is not a "foreign" firm, any differences between it and companies from Korea or the Philippines are nonexistent. Oripac employs essentially nothing but Filipinos.

Under the provisions of the Immigration Act, Filipinos and other imported laborers working on Guam as "contract aliens" must be paid the prevailing wage for their work, have their round trip expenses between Guam and their homeland paid by the employer and they must be used only in the specific "temporary" job for which they were imported.

The act mandates that any contractor who violates these regulations will be prohibited from importing any more aliens.

Apparently, the extensive use of aliens coupled with Oripac's "competitive" contracts set the stage for the current investigations.

According to sources interviewed by *Engineers News*, beatings, extortion and payroll violations allegedly reached such extremes that the 11 Filipino workers who now have filed the lawsuit, finally approached Casimiro Tobilla, labor attache for the Philippine Consulate. Their account was one of living in virtual slavery and fear for their lives.

They specifically requested his assistance because they claimed that previously an alien worker had complained about labor law violations and exploitation and was deported immediately without a hearing—apparently with the assistance of the Guam Government and federal regulatory agencies.

Tobilla assisted the 11 workers by having the Guam Labor Department Attorney General and a local attorney interview them and take written depositions.

These statements allege that Oripac deliberately recruited alien workers instead of workers already residing on Guam. The statements further appear to indicate that Oripac advertised for job openings at the prevailing wage rates on Guam, but received no applicants. Guam

sources comment that because the prevailing wage rate for construction and other craft work is so low on the island, it is common for workers on Guam to be reluctant to work for contractors at those wages.

Because they received no response from the local workforce, Oripac was granted a request for alien contract workers. However, once obtaining them, Oripac allegedly paid these workers \$2 above the prevailing wage rates advertised in the Guam newspaper.

If these allegations are true, it would seem that Oripac made a deliberate and calculated effort to prevent the employment of local workers, while at the same time importing alien workers at higher wages—wages that local workers would probably have found acceptable.

Why would Oripac seek to import aliens at higher wages, who in many cases were probably less skilled than local workers? The motive isn't entirely clear—unless it is that alien workers are a "captive" workforce, unable to speak out against poor working conditions and illegal acts without the threat of deportation and beatings. Under these kinds of conditions, where workers allegedly put in 20 to 30 hours overtime every week without pay, an extra \$2 an hour for straight time work would be cheap from an employer's point of view.

The plaintiffs in the lawsuit—some of whom worked at Oripac for nine years—made other allegations: Oripac, they claim, discouraged complaints about working conditions to government officials; punished workers for minor infractions of company rules and in some cases, reportedly deported alien workers for making their complaints too vocal.

In some of these cases, the plaintiffs maintain that Oripac personnel forged final checks to alien contract workers and used them to pay for the plane ticket home, if true, a flagrant violation of immigration laws.

Several workers have made charges

that they were directed to take out personal loans from Guam banks and turn the money over to Oripac management. The worker in debt was sometimes deported and thereby forced to default on his loan.

In one instance, an alien worker allegedly wrote a letter to Oripac manager Richard Fromdahl complaining of bad working conditions. He was reportedly beaten and workers who assisted him in writing the letter were deported, according to information obtained by *Engineers News*.

The list goes on:

One worker claims he was beaten for involving a company truck in minor accidents and for losing a hubcap off a wheel.

Another alien contract worker at Oripac allegedly had a gun held to his head and was told that if rain delayed the painting project again, he would be shot. Another painter charged he was injured by deliberate and forceable application of caustic paint remover to his body. Additional beatings were alleged for supervisory dissatisfaction with work progress and quality, and for not answering a two-way radio call.

Richard Fromdahl, Oripac's general manager, is alleged to have compelled a Filipino alien painter to act as his houseboy—a flagrant violation of the Immigration Act.

Another Oripac manager, Rudolfo Santos, is also accused of using a painter as his houseboy. Francisco de los Reyes, a 20-year-old Filipino, charges that Santos regularly punched and kicked him—on one occasion for leaving Santos' jogging suit on a clothes line in the rain.

Reyes also claims to have been beaten for requesting a legitimate painting assignment and forced to work from 5 AM to 10 PM, seven days a week, for 40 hours pay. It has been alleged that Santos is in total control of all Oripac personnel matters including pay, overtime, job tenure and deportations.

De los Reyes claimed he was afraid to fight back because he knew he would be deported, and because Santos is a reserve police officer of the Guam Department of Public Safety, has authority to make legal arrests and carries a pistol.

Other Oripac employees have charged that management forced them to buy

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"The phrase that best describes Guam is a 'can of worms.' One can literally sense the violations on the island."

While government workers are paid reasonable salaries, wages in the private sector are deplorably behind the cost of living. From 1973 until September of last year, wages in the construction industry were fixed, despite spiraling inflation on the island. Construction workers rarely made much more than \$3 an hour. It is only since Local 3's involvement in establishing higher wage rates for Guam's construction industry last year that the employment situation has begun to improve.

Unemployment is high on Guam. Official estimates set it at eight to ten percent, but the actual unemployment rate has reportedly gone as high as 30 to 40 percent.

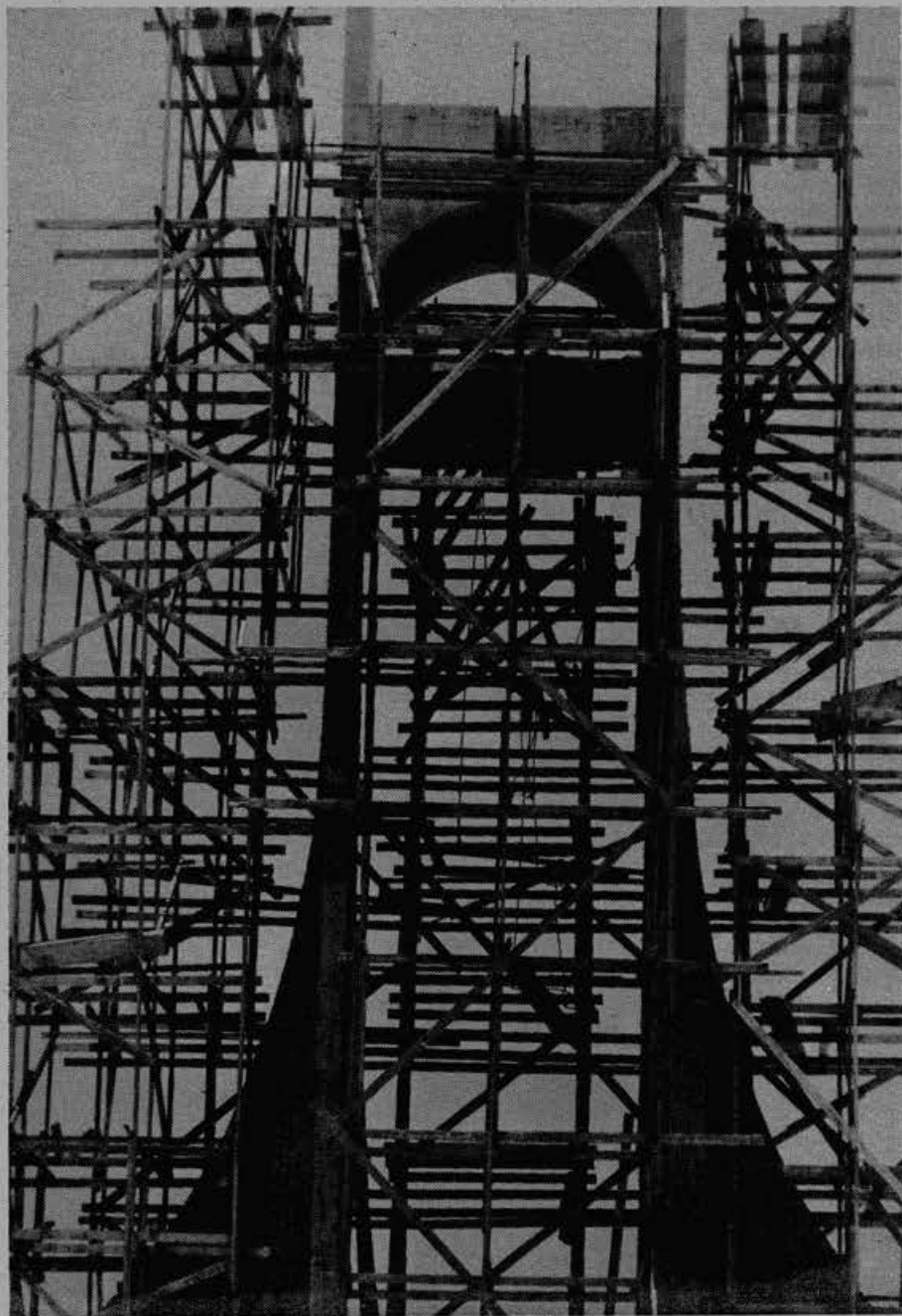
These problems on Guam are not isolated from one another. The common factor is the high percentage of aliens on the island. Foreign workers abound on Guam. Contractors from Korea import their own Korean laborers. Others firms—American and Asian alike—employ Filipinos and other foreign workers who are allowed to work on the island as "contract aliens" or "H-2 workers."

Aliens account for one-third of all the jobs held on Guam and over 90 percent of the employment in the construction industry. As a consequence, many of Guam's residents are unemployed—their jobs usurped by alien workers who are willing to work for less, at longer hours and in work conditions that would not be tolerated anywhere else in the United States.

'Happy Alien' Myth

Aliens on Guam are said to be generally happy to work for the wages they get. As low as they are, they are nevertheless higher than the prevailing wages in their home countries. Workers in the Philippines and in Korea typically make 40 cents to \$1 a day. Construction work that would be performed for \$8 to \$15 an hour on the mainland is done on Guam for \$4 an hour or less.

In complete violation of construction and safety standards, this 150-foot scaffolding being used on a Saipan church is made with two-by-fours and scrap lumber.



Working 'Hard, Cheap

The many reports, however, that have begun to surface on the abuse of alien workers and the circumvention of the law by immigration officials who allow far too many foreign workers to be imported on the island illustrate that alien and resident workers are anything but happy with the way things have been.

Heavy Military Influence

There are many reasons why efforts to alleviate the abuse of alien workers have been frustrated.

To begin with, the military has a pervasive influence on Guam's affairs. From 1898 through World War II and most recently the Vietnam War, Guam has played a strategic role in America's military involvement in the Far East.

Until 1962, civilians were not even allowed on the island without special clearance. Only in the last 15 years have private businesses been allowed to establish themselves on the island. And only in the last 10 years has Guam begun to exert any kind of political independence from the mainland. Even their current efforts towards greater self reliance are largely a myth.

The island's economy is still dominated by military spending. Multi-million construction contracts for the Navy still play the dominant role in the construction industry. For years, ever since the Navy imported Filipinos in 1944 to build airstrips for its warplanes, the military has promulgated the use of aliens for construction work.

With its entrance into the commercial world in the early sixties, however, the "utilization" of alien labor quickly mushroomed into widespread abuse. Opportunistic foreign and American employers were quick to realize the advantages of using alien labor over resident workers.

Aliens workers, they found, could easily be intimidated into working on menial jobs. They could be cheated out of overtime pay and coerced into working in unsafe and intolerable working conditions. Any aliens that complained could be threatened with deportation back to their homeland, where the living standards were likely to be even worse.

These actions are not only unethical from a humanitarian standpoint, they are blatantly illegal. According to the provisions of the Immigration Act, "contract aliens" can be imported into the United States only under very strict limitations.

An employer who wishes to utilize alien workers must certify to the government that the work being performed is temporary, meaning that when the job is done, the worker will be sent back home. Furthermore, the employer must prove to the government that no American workers are available or willing to work on the specific job for the wage advertised.

Lack of Enforcement

There are numerous other regulations. For instance, it must be shown that importing aliens to perform work for an employer will not cause adverse wage or work conditions in the United States. The aliens brought in must be paid the prevailing wage and have their transportation expenses to and from their home country paid by the employer.

Obviously—the strict enforcement of these regulations would prevent the abuse and overuse of alien labor anywhere in the United States. It is equally obvious that the current conditions on Guam are an indication that these requirements have been flagrantly violated—in many cases not only by employers, but by government immigration officials receiving "kickbacks" for allowing aliens to illegally enter the workforce on Guam.

As Guam entered the commercial world in the sixties, its economic growth rocketed. Employers on the island proudly point to this statistic, implying that a healthy business

climate on Guam must rely on the use of cheap alien labor.

In actuality, Guam's economic growth has been underwritten by heavy military spending, foreign investment, and the injection of millions of dollars in federal disaster aid to rehabilitate property damaged by the typhoons that frequently throttle the island.

Foreign construction firms especially have found it advantageous to operate on Guam. In addition to their ability to import their own alien labor—and apparently their own labor standards—foreign firms are not subject to as many taxes. American firms must contribute to the Social Security Act. Firms employing Filipinos are not and Korean firms may soon get this exemption benefit if a new tax treaty is signed with Korea.

In addition, Korean firms such as Hyundai Construction, reportedly receive tax write-offs from their government for bringing "American dollars" into their country. These tax benefits—coupled with the low wages paid to alien workers—mean that foreign firms are systematically underbidding American firms for construction contracts on Guam.

U.S. Firms Not Blameless

Even though American firms complain of the abuses of their foreign competitors, many of them with operations on Guam are far from lily white, since they also employ as many alien contract workers as they can get away with (see 'Oripac', page 9).

Without strict enforcement, alien worker abuse has run rampant. One U.S. Labor Department study obtained by *Engineers News* reports of incidents where Koreans working on Guam had most of their paycheck "sent home." There the interests accumulated in savings deposits was allegedly shared between the Korean government and the contractor.

One landscaping firm refused to pay the prevailing wage, preferring to pay its workers on a "piecework" basis. When the landscapers fell behind on an estimate, all workers were required to pitch in on a "happy work" basis—work without pay—until everything was caught up.

Failure to pay overtime over 40 hours a week appears to be the rule rather than the exception on Guam. It is common to see aliens on some projects working until 10 p.m. at night, seven days a week. One Korean who complained to the Korean Council of such abuses was on the next flight back to Korea.

Employers on the island shrug these cases off. There is no way to compete with Taiwan and other Asian countries if they are required to pay workers the minimum wage, they claim.

Employers would be unable to abuse the law to such an extent without the aid of cooperative bureaucrats. In the case of Guam, investigations appear to point to GovGuam officials as the prime culprits.

Stories of bribes, kickbacks and payoffs to government officials for allowing aliens into the workforce surface on a regular basis in the Guam Pacific Daily News.

GovGuam Violations

US Labor Department investigators, in a special report to the Labor Department charged that GovGuam appears to have "violated or ignored many of its own rules and regulations and has failed to enforce its own procedures."

Summarized one compliance officer: "The phrase that best describes Guam is a 'can of worms.' In my estimation, the H-2 program is not and never has been under control."

The regional office of the U.S. Labor Department headquartered in San Francisco has made sporadic efforts to deal with Guam labor problems for 14 years. In 1964, the regional office signed an agreement with Governor Guerrero setting up much stricter guidelines for the use of alien labor.

and Scared' on Guam



The agreement was never put into effect, due to opposition from the Navy and its contractor allies. The Navy's Officer in Charge of Construction claimed the agreement would lead to a 50 percent increase in the cost of construction projects on the island.

It was also during this period that Local 3 first became seriously involved in organizing construction workers on Guam. It was tough going. Local 3 met with bitter opposition from construction firms intent on maintaining the status quo they had cultivated in those few short years since private business had been allowed on the island.

Nevertheless, the union was able to maintain a membership that at one point—during the height of the Vietnam conflict—reached 1,900 Local 3 members.

But efforts at organizing were doomed from the start as long as employers could import alien workers who would not be able to understand English and could be threatened with deportation if they showed interest in joining the union.

It became clear that the only way the labor movement could get a foothold on Guam was to get the cooperation of the highest ranking members of the United States government—even the President's cabinet, if necessary.

Labor Dept. Pitches In

Last year, after informing him of the conditions on Guam, Business Manager Dale Marr of Local 3 received a commitment from U.S. Secretary of Labor Ray Marshall that prevailing wages on the island would be upgraded to levels in line with current cost of living. Furthermore, there was concurrence from officials in all levels of the labor department that a CETA founded construction training program was necessary to improve the construction skills of the resident workforce.

The campaign was begun. Representatives were sent to Guam to assess the situation and meet with GovGuam officials and local contractors.

From the outset, Local 3 met opposition from all sectors on the island. Contractors cried that training programs and higher wage scales would disrupt the economy. They were supported initially by military officers and Department of Defense officials. Even the Governor of Guam put up resistance.

However, after persuasive campaigning, educating and just plain "wrangling," Defense people and GovGuam finally realized that increasing the wage scale for construction work on Guam would have the eventual effect of upgrading the whole island's economy.

The contractors also opposed the idea of Local 3 administering a training program.

They claimed they could set up a better training program of their own. But past practice indicated that in nearly 20 years of operation on the island, not one resident or alien construction worker was put through a formal training program.

Local 3 was and still is the obvious organization to administer a construction training program on Guam. The extensive experience of the Operating Engineers Union in carrying out training programs for construction workers makes the union the natural choice for administering such a program on Guam.

In September, the U.S. Labor Department implemented the first of what will be semi-annual wage rate increases on Guam for the next two years. By 1980, construction wage rates on the island will be nearly double what they were prior to Local 3's involvement.

At approximately the same time, the Labor Department handed down new guidelines to the Guam Labor Department for the importation of alien workers on Guam. Under the new guidelines, employers cannot import alien workers unless they are unable to find workers in Guam, Hawaii or the West Coast who are willing to do the job.

In the meantime Local 3 continued its efforts to establish a training program on Guam. Construction employers stepped up their opposition, trying at various times to put a right-to-work law in the new Guam Constitution (see page 12) and filing a lawsuit against Local 3, charging Taft-Hartley and Sherman Anti-Trust violations.

The right-to-work campaign failed miserably. The lawsuit was thrown out by the district court judge, who termed it "illiterate."

Employers Turn Backs On Training Program

In drawing up the guidelines for the program, Local 3 attempted to set up agreements with several Construction firms on the island that would allow for the employment of the trained workers with these firms. Dillingham Corporation, one of the largest construction firms in the United States and the largest in the Pacific Basin showed an interest.

It was in the interest of all the employers to sign such an agreement, since it would provide for skilled workers on construction jobs, where at the present time, many of the resident and alien workers are grossly under-qualified for the jobs they are performing.

Vinnel Construction, Sussex Electric and Tokai Pacific Construction signed agreements with Local 3. Dillingham, after repeatedly promising to sign the agreement finally broke off all negotiations with Local 3 and effec-

tively joined the ranks of the other anti-union employers on Guam. In withdrawing from the agreement, one Dillingham executive stated that it was "a matter of principle" not to sign such an agreement with a union.

Preparations for the training program progressed, in spite of Dillingham's pull out. Finally, on May 19 a contract for \$450,000 in Title III CETA money was signed by Dale Marr and Labor Department regional administrator William Haltigan (see page 1).

The program will provide 400 hours of on-the-job and classroom instruction for 200 resident trainees initially. Contractors who employ the trainees will sign an agreement with Local 3 stating the terms and conditions of the program—basically to insure that the trainees will receive the instruction they have been guaranteed.

A major component of the program will be to acquaint workers with the safety regulations of OSHA, something that is vitally needed on Guam.

Pending a proposed additional allocation of \$1.2 million in Title I CETA finds, the training program will have the opportunity to expand and provide a significant role in upgrading the construction industry on Guam.

New "contract alien" regulations, higher construction wage rates and a construction training program—they don't sound significant individually, but taken together as the product of many hours of hard work and cooperation, these changes signal a new and much brighter future for the construction—and non-construction worker—on Guam. The events set the wheels in motion for greater involvement by the labor movement in improving living standards for the island's working people.

It is only a beginning—a beginning that is decades overdue.

"We have never seen any massive training programs by the American contractors for the Guamanian people. Mostly, they themselves have used alien labor for their construction jobs."—Guam Pacific Daily News.



These Korean carpenters, in violation of alien certification rules were photographed on a Saturday morning picking weeds on the lawn of the U.S. Post Office.

The work camp pictured below is indicative of the total employer-control of alien workers. With 24-hour guard, fence and barbed wire; and posted signs prohibiting entrance by anyone other than the alien workers, they are effectively isolated from the public eye.



Guam Survives Open Shop Attempt

In 1903, the National Association of Manufacturers (NAM) was sounding the alarm of impending socialism, the destruction of free enterprise, a new dark age and the repeal of the Bill of Rights. There was a wild and dangerous movement loose in the land that "will do more . . . to ruin the industries of the country than could be done by war or pestilence."

What the National Association of Manufacturers was denouncing in such violent terms was not a foreign power, but a collection of American workers who were attempting to improve their working conditions. The organization was the American Federation of Labor. The issue was "revolutionary" — the eight hour day.

Although 75 years have passed, opposition of conservative American businessmen to the AFL-CIO has not changed. Certainly the strategies have changed, but not the fundamental, gut feeling that collective bargaining and the existence of labor unions is something to be fought.

Last year on Guam, anti-union business interests attempted to put a right-to-work law in the Guam Constitution.

The right-to-work attempt was a calculated response to Local 3's recent involvement in increasing the prevailing wage for construction on the island and in setting up a training program. It was a deliberate attempt to punish Local 3 and cripple all unions on Guam.

The arguments posed by the business interests were all well worn and postured about — individual freedom of choice, more employment, and job security, etc. Advocates argued that right-to-work is not "anti-union nor pro-union" but simply a matter of choice.

The major figure and the prime mover in the Guam Right-to-Work Committee was Mike McClure, the head of the Guam Employer's Council. Although the Guam Contractor's Association helped finance the right-to-work attempt, McClure and his Employer's Council led the charge. The unincorporated Guam Right-to-Work Committee never did reveal its membership, nor who pumped in the contributions to support the effort.

McClure came down hard on Local 3 by quoting from the Guam Local 3 contract about union security and stating that "The San Francisco bosses (Local 3) that control Guam's unions don't care about the people they are supposed to 'serve' — they just want money!"

McClure continued to mix his arguments by claiming to "support collective bargaining" in one breath and damning what he termed as "paying tribute to a union boss."

Ironically The Contractor's Association and McClure's Employer's Council who

support open shop charge stiff fees for servicing their member employers yet they castigated unions for charging dues.

McClure has consistently fought the prevailing wage increases at the level Local 3 argued was needed to attract local people into the trades. After nearly 35 years of low wages, McClure's position was that a gradual increase in wages should be implemented, so there would be no "burden" on the contractor.

True to form, McClure also submitted his own "open shop" construction training program, a parallel to the Local 3 program.

The delegates considering articles for Guam's first Constitution were quick to recognize the true motives of the right-to-work supporters. Vicente Perez, vice president of the Constitutional Convention, noted business is pushing right-to-work because management is "not prepared for union activity" and is "too used to having cheap alien labor."

Labor unions, Perez continued, "will help force out alien labor" on Guam. Delegate Martin Benavente, a union supporter added that "the struggle of the union is the struggle for the blue collar worker" and that right-to-work "is mainly for the protection of the big business community."

University of Guam professor Judith Guthertz summed up her feelings when she said "unions are the only way to improve the lot of the working man," the local workers "are grossly underpaid" and that "big companies have had it too good too long here."

From September through October of 1977, the battle over right-to-work raged on in the Constitutional Convention itself, in village meetings and in an island-wide newspaper, radio and TV media debate.

As the conflict drew to a climax, it became clear that the Labor Council of the Western Pacific, headed by Local 3 Assistant District Representative Pak Punzalan, had both the delegate support and significant community support. The Catholic Diocese of Agana came out against right-to-work directing attention to the encyclical on Labor of Pope Leo XIII in 1891, and more recently the statements in support of unions by Pope Pius XI and Pope Paul VI. The battle was concluded with a decisive victory for AFL-CIO unions when the Guam Constitutional Convention defeated the Right-to-Work attempt by a 7-1 margin on October 21, 1977.

Summing up the battle, the Guam newspaper editor wrote "It is time that the workers of Guam themselves stood up to these abuses. But they can't do it themselves. They need a good union to represent them."

"It is time that the workers of Guam themselves stood up to these abuses. They can't do it themselves. They need a good union to represent them."

Oripac Accused of Labor Violations

(Continued from Page 9)

illegal automatic weapons—silencers and dum dum bullets, and occasionally forced them to carry and conceal the contraband.

These employees reported that the weapons were displayed to them and were told they would be used against competing paint companies. Anyone who reported the weapons to authorities, the employees were allegedly warned, would be beaten.

Other allegations in this sordid case of exploitation includes reports of special assessments against employee wages. These charges include raffle tickets sold for a car with the proceeds being pocketed by Oripac management; assessments for the funeral of the neighbor of an Oripac manager; extortion of monies for the birthday party of the son of an Oripac manager; and assessments for cigarettes for an Oripac manager.

In spite of this seeming litany of horrors, the Oripac workers appear to have suffered in silence and fear until the repeated lack of overtime pay finally provoked them to action. Eleven workers allege that the wages they received from Oripac averaged out to two hours pay per day—and these hours worked allegedly were not recorded.

Because of the lack of payroll records, the primary source for hours worked came from the military security guards who checked Oripac workers in and out of Guam military installations. These installations include the Anderson AFB, the Naval Air Station and other installations supervised by the Naval Officer in charge of construction.

The Guam Attorney General, FBI, and the workers' own attorney are also said to be pursuing the investigations.

Engineers News has also learned that the American Embassy in Manila is actively searching for previous employees of Oripac who have returned to the Philippines. The Embassy is interested in determining how widespread the Oripac abuses appear to be and the extent of the reported cases of payroll extortion and bodily injury.

As the case illustrates, the basic ingredient in the widespread abuse of labor standards lies in the use of alien contract labor. Alien laborers, ignorant of American union security and labor law are effectively outside the reach of the law and are subject to the whims of the contractors.

As a result of its investigation, the US Department of Labor has denied Oripac Painting Company the use of any addi-

tional alien contract workers. The U.S. Department of Labor has judged that Oripac has violated alien certification requirements for payment of wages; that the current wage and hour violations have not been settled nor paid; and that Oripac has been unable to give any assurance that these abuses will not occur again.

Engineers News has also learned that Oripac has applied for permanent, resident alien status for some of its current alien workers who are still employed by them.

In response to a motion by Oripac to dismiss the plaintiff's lawsuit, Judge Duenas of the U.S. District Court on Guam commented, "the tenuous position of H-2 (alien contract) workers on such an isolated and small island as Guam could easily be exploited where an alien worker's continued presence on the island is often at the discretion of his or her employer."

With the strengthened DOL and Local 3 presence on Guam, and the protection of a legally enforceable union contract stipulating wages and working conditions, it is believed these widespread and systematic violation of human rights will soon become a thing of the past.

Lane Kirkland On Human Rights

Our interest in the growth of free trade unions abroad cannot be separated from our commitment to a complex of

closely related values wrapped up in the shorthand term "human rights." I do not know of, and cannot conceive of, any society in which trade union rights are protected while all other human rights are suppressed. Certainly, trade unionism is an expression of and depends upon the existence of the right of free speech and the right of free and voluntary association and assembly.



The name one gives to the kind of societies in which those rights exist is democracy. Without them, there can be no real elections of public officials; hence no democracy. Without democracy, the right of people to choose and remove their rulers, human rights cannot be secured against the state. So: no democracy without human rights, no human rights without democracy, and no trade union rights without either.

If this seems painfully elementary, it is nonetheless in active contention at the United Nations, at Belgrade and in many other forums for high brass, heavy thinkers and ideological button men.

There are those self-styled friends of the Third World who expound the fallacy that political rights can be subordinated to "economic and social rights", or to "basic human needs," as if ordinary people, denied the right to vote, to speak, to assemble, and to associate will somehow still have the means to wrest economic and social rights from their employers and political rulers, especially when the two groups are identical.

American labor has never found it necessary to make those fine and hair-splitting distinctions between "political" rights on the one hand and "social and economic" rights on the other. We seek more rights, not alternative rights, both at home and abroad.

And we do not subscribe to the all-too-common notion that human rights and freedoms are peculiar cultural attributes and aspirations of certain Western nations and are not a universal urge of mankind. You hear it said, in more sophisticated terms, that Russians would really rather be kicked around by their rulers because they have never known anything else. How many of us here would risk ten years in a Gulag to write an uncensored article or to go to an officially unapproved meeting?

The most telling argument for the universal nature of the craving for freedom and human rights is the sheer brutality of the force and violence that is so commonly used to suppress it.

Minor Stress Can Lead to Bigger Problems

The minor stress and aggravation most people encounter daily can build into more serious problems if they are not dealt with effectively, according to psychiatrist Dr. Roy W. Menninger.

In a recent interview in *U. S. News and World Report*, Menninger, head of the Menninger Institute, Topeka, Kansas, estimates that up to 70 percent of minor ailments such as colds, back aches, insomnia and fatigue are "psychosomatic reactions to problems of living."

Menninger said he has studied the effects and causes of stress and has helped to develop "coping strategies" that allow a person to maintain control. The strat-

egies may include exercising, meditation or even taking a few deep breaths.

"People need to recognize when they are under stress and train themselves to withdraw temporarily from their circumstances—to psychologically pull back into a state of reflection or meditation or relaxation."

The particular technique does not matter as much as making it a part of one's personal routine "so that a person can feel: 'Hey this works for me, I'm not helpless in this situation. I am in control of myself.'"

Menninger feels the use of a coping exercise will help people avoid larger mental problems

and avoid the need and expense of real psychiatric care. "Over and over, solid evidence is accumulating that people who can do this effectively have just as intense a reaction to stress, but recover from it far more quickly," he said.

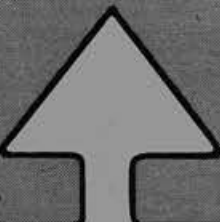
Menninger said depression is the most common reaction in people who let stress dominate their lives. He says the clearest "danger signal" is a "sense of 'grayness' about the future. A depressed person usually feels he has nothing to look forward to. He or she will always find ways of demonstrating that even a good thing is not so good after all."

Menninger thinks the increase of serious illness is partially due to stress caused by the rapidly changing life styles Americans face.

"Although we have conquered such dreaded diseases as small-pox and polio, we are seeing more

heart problems, cancer, accidents, strokes and lung disease—problems that can frequently be related to life styles.

"In many ways modern America has become a much healthier place in which to live," Menninger said.



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Operating Engineers Trust Funds

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Allergies and their Symptoms

(Editor's Note: The following is the second in a two-part series on allergies and their symptoms. See April "Outlook" for part one.)

Your favorite chair, generously stuffed with mohair or horsehair, actually can make you sick. It might not if it were filled instead with Dacron or covered with plastic.

• Clothing

It's possible to be allergic to wool, and still wear woolen clothing without discomfort if it has been chemically treated and dyed.

Drip-dry permanent-press fabrics can sometimes cause allergic skin reactions, but after the fabrics have been washed, they may be harmless.

Some cotton fabrics produce rashes if bits of cottonseed have been trapped in the cloth during manufacturing. If so, the only alternative may be getting rid of the item.

• Foods

Food allergies can cause such varied reactions as eczema, diarrhea, constipation, as well as nasal or bronchial congestion.

Tracking down allergy-causing foods is difficult. Many foods have hidden flavorings, sweeteners, colorings and preservatives that can cause allergic reactions.

Remove suspect foods from your diet and if your allergic symptoms go away, eliminate the food permanently. If your allergy remains, try systematically removing other foods, one at a time, until you find the troublesome one.

Some of the more common allergies are milk, cheese, beef, pork, fish and seafood, legumes such as beans and peanuts,

peaches, berries, cereals, nuts and chocolate.

Allergists say that if one member of a biological plant group gives you trouble, other foods in that group may also cause reactions—for instance, if you're allergic to brussels sprouts, then broccoli, cabbage, and radishes may cause similar problems.

Other familiar relationships that could cause your allergies include: tomato and green pepper; cucumber, cantaloupe, and pumpkin; apple and pear; cherry, peach, and almond; wheat and rye; clam and oyster; shrimp, crab, and lobster.

Nuts and nut flavoring can cause violent, sometimes even fatal, allergic symptoms.

Cooking changes some foods chemically so that they're no longer allergens. If you're allergic to milk boiling it for 20 minutes may allow you to drink it without reaction. And strangely, you may be able to eat a hard-boiled egg even though you're otherwise allergic to eggs.

• Pets

What you may be sensitive to is not the pet itself but its dander—loose bits of animal skin, scales, and hair. It is important to keep your pet brushed and clean. Contrary to common belief, short-haired dogs generally disperse as many allergens as the long-haired ones.

If your pet is causing your problem, you have two possible solutions; stay away from the animal or give it away.

• Outdoor allergens

Short of living in a plastic bubble, there's not much you can do about outdoor allergens.

Grass, weeds, flowers, and trees pollinate from April through September in much of the country—longer in the West. Fortunately, desensitizing injections given by allergists are successful in a larger percentage of pollen allergy cases.

One temporary form of relief is a vacation in a pollen-free area. The seashore or desert regions are usually good for allergy sufferers, although deserts have more vegetation (and therefore pollen) than in the past because of irrigation.

Provided the trees are not pollinating, heavily forested areas can be beneficial too. That's because the trees help stifle grass and weeds, and form a barrier to pollen.

Fortunately, you don't need a doctor's prescription to buy antihistamines that temporarily relieve allergic symptoms. But ignore extravagant claims that over-the-counter drugs will cure an allergy.

Drugs themselves can cause allergic reactions. Within minutes after taking an allergenic drug, the victim's blood pressure drops. A person can lose consciousness, go into shock, and even die. Although such extreme reactions, called anaphylaxis, are rare, they can happen!

Most drug allergies produce much less fearsome reactions, such as itching, or wheezing, and tightness in the chest. Aspirin, sulfa, and penicillin frequently cause those problems. Such drugs are double-edged swords. Avoid taking any drug you don't really need.

If you are still suffering after making a serious effort to eliminate allergens, you should seek the help of your doctor who may refer you to an allergist, a medical doctor trained in the treatment of allergies.

In your search for dust-catchers don't forget pillows, plush rugs, and overstuffed furniture. Be especially thorough about dust-proofing the bedroom. Eliminate thick carpeting, heavy draperies, venetian blinds, and feather pillows.

Fringe Benefits Forum

By MIKE KRAVONICK,
Director of Fringe Benefits



We still have a few "Pre-retirement Meetings" scheduled for the coming months. Again, we urge you and your wife to attend the meeting scheduled for your area. The meetings, conducted by representatives from the pension department of the Trust Fund Administration Office, have been quite instructive. The response from those in attendance has been overwhelmingly positive. If you are nearing retirement age or just want to know a little more about the pension plan, plan to attend.

We would like to extend a special thanks to all the Local 3 retirees and their wives who traveled from throughout the jurisdiction (and a few even farther) to Rancho Murieta for the Retiree Picnic. All of the Local 3 officers and their wives as well as our International President Jay Turner and the International President Emeritus Hunter P. Wharton were in attendance. Our good Business Manager Dale Marr, in his brief comments to the crowd, expressed the deep concern of Local 3 for the welfare and happiness of its retirees. It was good to see everybody having such a good time.

The following are a few of the questions that have come up during the recent round of meetings:

Q: Upon retirement, if I don't elect to take my pension benefits in the form of a Husband and Wife Pension, is there any restriction on who I can name as my beneficiary?

A: Under the sixty-month guarantee provision that would be in effect if you chose not to take the Husband and Wife provision, you may designate any beneficiary or beneficiaries that you wish. Of course, your beneficiary could be your wife, but you could also name a child or even a friend. Unlike the Husband and Wife Pension, there is no restriction as to the named beneficiary.

Q: Could you please explain how the amount of an Early Retirement Pension is computed?

A: There are basically two steps involved in determining the monthly benefit that a retiree would be entitled to receive if he were to elect an Early Retirement Pension. The first step would be to determine the amount of the Regular Pension to which the retiree would be entitled if he were 65 years of age at the time his pension was to be effective. The second step, to take account of the fact that the retiree is younger than age 65 and thus has a longer life expectancy, is to reduce the first amount by (1) ¼ of 1 percent for each month that the retiree is younger than age 65, but not younger than 60, and (2) ½ of 1 percent for each month that the retiree is younger than 60 as of the effective date of his early retirement. The resulting amount is the retiree's monthly early retirement benefit.

Q: What are the age requirements for disability pension?

A: An operating engineer can qualify for a disability pension at age 50 years provided he has at least 10 years of credited service. However, if an operating engineer has at least 15 years of credited service there is no age requirement.

Q: In the event that my wife and I elect to take the Husband and Wife Pension, will my benefits be reduced in the event that she predeceases me?

A: No. Husband and Wife pension benefits are based on the joint life expectancy of both the retiree and his wife. In the event that the retiree were to die first, his surviving spouse would receive 50 percent of the amount that the couple would have been entitled to receive during their joint lives for the remainder of her life. However, in the situation where a retiree's wife predeceases him, the retiree would continue to receive the same amount without further reduction that the couple would have been entitled to for the remainder of his life.

Q: Could you please tell me how many hours are now required in order to earn a full year of credited service?

A: According to the rules and regulations of the pension plan, a participant will receive credited future service after January 1, 1977 according to the following schedule:

Hours of Service in Calendar Year	Credited Future Service
Less than 500 hours	None
500 to 749 hours	2/4
750 to 999 hours	3/4
1,000 hours or more	One year

Keep Your Medical Records

Keeping your medical expense records in good order will aid you in securing payment for expenses covered by the Operating Engineers Health and Welfare Plans, and additionally from Medicare if you are also eligible for those benefits.

The Social Security Administration has made available a

free Medicare Recordkeeper to aid you in this task. The Recordkeeper has space to hold informational pamphlets on Medicare payment forms, claims record sheets, and other necessary records and information. You can get a copy of the Medicare Recordkeeper from your local Social Security Office.

Oilfields

(Continued from Page 5)
but things are getting better every year.

"Some of you already have vested pensions, and each year the others of you are getting closer," Townley continued. "I think the Health & Welfare and Vacation Plans and the Credit Union speak for themselves, not counting the wage increases in the past five years (and your representation).

"I was talking with a man who is the head of a certain world-wide oil company for the United States, and his comments (strictly voluntary) were that in California he had never seen as experienced, steady, and just plain damn good roughnecks.

"I would like to thank all you rank & file hands for a job well done in working and helping to organize the not so fortunate, for I know when men make a decision to organize they are asking you hands about your Union, and you do half of the work," Townley said. "I would like to also thank Organizers Stan McNulty and Ray Morgan for helping with Tiger Drilling Company, Big "O" Drilling, and Loffland Brothers. Many long hours were put in.

"Brothers, there are still companies to be organized and always will be, for an employer will always try to work and treat his hands as cheaply as possible, until they group together and unify. Keep spreading the good word, and stay safe around those old drilling rigs."



Teaching Techs

By ART PENNEBAKER
Administrator,
Surveyors' JAC

In this day and age there appears to be general discontent with Officials of Government as not being responsive to the people who pay their salaries. It is all too easy to lump them together as all bad and all insensitive to the citizens' needs.

In fairness we should point out one High Official of State Government who HAS been sensitive and responsive to the needs of Local Union No. 3 Field and Construction Surveyors.

Don Vial is the Director of the Department of Industrial Relations for the State of California.

As such, it is his job to decide which types of work are covered under certain State Laws and to determine the appropriate minimum wages to be paid to workers employed under that coverage.

At the request of Dale Marr, Local No. 3 Business Manager, Don Vial put into motion the tedious task of gathering information and statistical data on which to base a Determination.

As part of the process, Public Hearings were held at which testimony was heard from representatives of vastly different philosophy and opinion. Testimony was presented by Union and Non Union Members and Employers from all over Northern California.

Based on careful study of the information, statistics and data accumulated by his staff and the facts revealed by testimony provided by the Public Hearing, Don Vial determined that Field Survey work when performed on Public Works was indeed covered work and, further, that the Prevailing Rate to be paid was the same as that provided for by the Technical Engineers Master Agreement.

AND THEN THE WAR STARTED.

When all employers pay the same cost of wages and fringe benefits then Professional Competence and Efficiency of Operation become the important factors in selecting a firm to accomplish the work.

From the ranting and raving it appears that many Non Union Employers are terrified of having to compete with one another on a truly professional basis, as they offer their Survey services to the public entities.

Some of the professional societies were enraged, employers appeared at the doorstep of the Department of Industrial Relations, the dastardly deed was debated up and down the State and legal action was directed at Don Vial in a court of law.

In these kinds of situations, appointed Departmental Directors can be vulnerable to terrific political pressures and during an election year these pressures can be multiplied greatly. The reality of staff

and budget often sway decisions to continue projects.


Even though this is an election year and there are currently four (4) court actions using up the staff time and budget dollars, the Director has not moved one iota from his Determination in favor of workers who perform survey work on Public Works.

The final outcome of this battle will have profound impact on Survey workers throughout the State. For that reason and because Don Vial has shown his real interest in the best purpose of wage earners by the Determination and by the gutsy defense of his position, Local Union No. 3 has entered each of the legal actions in order to give the Director all the help possible.


Upon winning in the courts, training opportunities for Surveyor Apprentices will be greatly expanded to many more Public Works jobs. Another implication is the fact that contributions to the Training Fund will be made by ALL firms performing Survey work on Public Works jobs, whether Union or Non Union.

The Tech Engineer Members of Local Union No. 3 can take note of one Public Official that is doing the job he gets paid to do and who is performing his functions with integrity and tenacity.

The Apprentice and Journeyman Members of Operating Engineers Local No. 3 say "THANKS" Don Vial, we appreciate it.



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DALE HANAN
General Manager

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2. You must be insurable at the time of each deposit.
3. You must not withdraw your account below \$2,000 after age 54.

INSURABILITY

"Insurable" means you are either performing or capable of performing the normal duties of your job station. By these liberal terms, almost all savers are eligible to earn some insurance benefits—including housewives, students, teenager and babies.

If you qualify under the above terms, the only way your deposit or deposits could be disqualified from any possible insurance benefits would be if you died within a 12-month period following the date of a deposit due to an illness or injury you received within a 12-month period before the date of that deposit.

If you're insurable, you earn insurance according to this schedule:

Age of Member at Date of Deposit	Percentage of Insurable Balance Covered
0 to 6 months	25%
6 months through 54 years	100%
55 years through 59 years	75%
60 years through 64 years	50%
65 years through 69 years	25%

No increase in coverage can accrue on or after the insured saver's 70th birthday. If you had \$3,000 deposited before age 55, you would also have \$2,000 worth of Life Savings Insurance if you are insurable. If you did not withdraw your account below \$2,000 and died at age 68, your joint owner or beneficiary would still receive \$2,000 in insurance benefits—even though you died in the 25 per cent category.

Suppose you had a \$1,000 insured share balance before you reach 55 and add another \$2,000 to your share account between the ages of 60 and 64. How much Life Savings Insurance coverage would you have? \$1,500—you would have \$1,000 worth of insurance on the \$1,000 deposited before age 55 (100 per cent coverage) and \$500 on the funds deposited after age 55 (50 per cent coverage).

Remember the maximum insurable balance is the first \$2,000 in your share account. If you do not have \$2,000 on deposit by age 55, you cannot earn \$2,000 worth of insurance no matter how much money you deposit to your account. If you do earn the \$2,000 maximum coverage and withdraw your share account below a \$2,000 balance after age 55, you will not be able to recover the full \$2,000 worth of insurance. Any amount you could recover would be according to the schedule above.

The insured person is the first person named on the share account—the primary owner. On an individual account, your named beneficiary receives any insurance proceeds; the money in your share account becomes a part of your estate. On a jointly owned account, both the insurance proceeds and the money in the account pass on to the

(Continued on Page 16)

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FR78-15	41.69	2.59
GR78-15	43.61	2.83
HR78-15	46.54	3.03
JR78-15	47.68	3.19
LR78-15	49.72	3.34

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GR70-14	43.46	3.03
HR70-14	48.10	3.37
GR70-15	45.07	3.05
HR70-15	48.82	3.27
LR70-15	52.00	3.65

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Redding Anticipates Barbeque

District Representative Ken Green reports that on July 22nd, the Voice of the Engineers sixth annual barbeque will be held at the Anderson River Park. For the past six years the annual affair has grown from an attendance of 150 to 450 last year.

Ben Carvalho has throughout this time supervised the cooking of the meat, and the wives of the local engineers prepared the side dishes. There are 15 brothers and their wives who helped in the past

and again have volunteered to help.

For the engineers who have not seen the barbeque—it is a rig that rotisseries an entire beef whole without being quartered. When the steer is removed from the spit it is cut in half and four men (two boning and two with electric knives) start cutting the meat into servings.

Brother Bill Gregory saved one of his steers for us and the first of April Stan Green started the final feeding process. "As of this month we have him on four pounds of cracked corn and eight pounds of crow mix and twenty pounds of oat hay per day," Green said. "By July 21st, we hope the steer will be pushing 1000 lbs."

Many dignitaries from Local

Government and Assemblyman Stan Statham have indicated they will be at the annual feed.

By the time Engineers News comes out this month it will be election time. John Balma, Shasta County Sheriff is running for reelection. For many who do not know John—he is Red Hesters' (Ex-District Representative in Redding) Son-in-law. John has been a friend of Local No. 3 for many years.

"He came before the Grievance Committee for our endorsement and we felt a more qualified man could not be found," Green said. "We all hope the Brothers in Shasta County rally to the poles and give John Balma a four year term for Sheriff again."

Bob Havenhill reports that Peter Kiewit Sons Company

should be back in production at the Holley Sugar Pit near Ingot—making crushed limestone and will probably have eight or ten Operating Engineers on the job.

Tyler-Engleke Corporation was the apparent low-bidder on the Adin Sewer Project with a low-bid of \$763,000 and will probably be in around the first of June. Two hundred working days have been allotted for the project and will provide some steady employment through the working season with completion scheduled for next Spring or Summer.

Glenn Shook, Inc., is just about finished with their Burney and Beiber water jobs.

J. F. Shea Company has pretty well got their crew together for the Hornbrook-Ager Road I-5 truck by-pass and under the su-

pervision of Brothers Curt Jones and Larry Stillee—Superintendent and Foreman respectively—will have it open for traffic before the first snow falls this Winter.

John M. Frank, Inc., and C. L. Fogle Company are going full-bore on their sewage treatment plant and collection systems respectively for the Happy Camp Sewer District and are scheduled to put the plant into production late this year or early next.

Eastco Construction is hard at it on their Hiway 3, job near Yreka and the Montague sewage job—both of these will wind-up late this year.

Henderson Construction is doing the plant construction on the Montague sewer job and will be putting it into production late this year or early next.



WITH SAFETY IN MIND

By JERRY MARTIN, Director of Safety

Learn the 'Do's and Don'ts' Of Snakebite Treatment

Think Safety
Work And Play
Safely

Some of our members and their families find themselves in a situation, either on or off the job, to be in danger of being bitten by a snake, perhaps this information may be of help.



Jerry Martin

If you are going to be in a snake environment area, BE SURE TO HAVE EASY ACCESS TO A SNAKE BITE KIT.

ARE MOST SNAKES dangerous?

No.

Will snakes chase people?

Sometimes.

Are most snakebites poisonous?

No.

Are poisonous snakebites often fatal?

No.

Many of the common beliefs about snakes just aren't true. Although snakes make a valuable contribution to man by eating insects and rodents, they've had a bad image ever since a smooth talking serpent persuaded Eve to pluck an apple for Adam.

Poisonous snakes can be found in almost every state, but most people will probably never see one outside the zoo. They like it that way. So do the snakes.

A snake would rather flee from you than strike, but since he can't move as fast as you can (top speed is about 3 miles per hour), he'll stand his ground and fight if you startle him or approach faster than he can get away.

Unless you have a yearning for snake steak, or you're a specimen collector for a zoo, you probably won't go charging after a poisonous snake on purpose. But they're so well-camouflaged that if you're not careful you could blunder into one accidentally.

Snakes are active when the temperature is between 60 and 90 degrees F. Since they have no sweat glands or fur, they can't cope with heat or cold, so they hide from the sun on very hot summer days and come out at night. In cold areas they seek shelter during the winter, sometimes gathering together in large balls to share body warmth.

You can hardly blame a snake for biting you if he's resting peacefully in a clump of thick brush and you come clomping along and nearly step on him. Corncribs and old abandoned buildings are other favorite snake haunts, and so are rocky areas. If you can't avoid those areas, you can at least watch where you put your feet. Don't step over logs or rocks unless you can see what's on the other side. Never crawl under a fence with thick grass beneath it unless you've checked first for snakes.

DON'T GIVE HIM A HAND

A six-foot snake can strike a distance of about four feet but only about two feet high. As a result, you're most likely to be bitten on the leg, unless you oblige the snake by bending over or reaching out toward him. About one quarter of the snakebite victims do just that.

One man picked up a pile of grass clippings to dump them in a wheel-barrow. When he released the clippings he found a coral snake firmly attached to his index finger.

Stacks of leaves, timber or debris are likely trouble spots, too, and snakes sunning on a rocky ledge have been known to bite careless hikers and climbers who suddenly thrust a hand or face into striking range.

Snakes are active at night, particularly in hot weather, so don't go foraging for firewood after dark.

Water moccasins are more belligerent than most snakes, so it's best not to water ski in an area where mocs are present. Boaters should be cautious near stumps or partially sunken logs. Fishermen should never reach under water to free a lure from a snag or lily pad.

A snake can strike on land or in water, coiled or uncoiled, with a warning rattle or without. Even if a snake has rattles, he may not use them. The rattles may be wet, or the snake may be coiled on top of them, or he may mistake you for food, or maybe he just doesn't feel like giving you a sporting chance.

Snakes usually strike at moving objects, which is why experts advise you to remain still if you stumble upon one accidentally. Retreat cautiously when you get a chance, you don't want to leap away from one snake and land on top of three more.

Don't get too cocky after killing a snake—he may still get his revenge. Like a chicken that keeps thrashing after its head is cut off, a severed snake head can inflict a deadly reflex bite for 15 to 30 minutes after it is killed.

If you are bitten by a snake, try to remain calm. You're not likely to die. One expert estimates that 45,000 persons in the U.S. are bitten by snakes each year. Only 8,000 of the bites are from poisonous viper bites, no venom is injected. That leaves about 6,000 persons who will suffer pain and injury from the poisonous venom. But only 10 to 15 persons will die. Thus, if you're bitten by a snake, your chance of survival are better than 99.9 per cent.

AND NOW . . . THE BAD NEWS

That's the good news. The bad news is that permanent injury and even loss of a limb are more common, especially if the victim gets too much first aid or too little professional medical care.

Since most snakebites are not poisonous, the only first aid needed in most cases is to wash the bite with soap and water, then consult with your doctor for treatment against infection or tetanus.

If venom from a pit viper (rattlesnake, copperhead, water moccasin) has been injected, you'll know soon, because the venom will cause intense pain and swelling at the site of the bite. If the bite is from a coral snake, the venom will go to work on the nervous system instead of the tissue at the bite. It may be several hours before the symptoms of lethargy, nausea, vomiting and paralysis show up.

Remaining calm is something of a challenge when you've been bitten by a snake, you're feeling intense pain and you're afraid you might die. Nevertheless, the worst thing you can do is panic and start running, because that speeds your circulation and spreads the venom faster. Laboratory experiments have shown that the venom normally spreads very slowly if the victim remains at rest.

"Don't be slash happy!" warns Cutter Laboratories in the instructions for their popular snakebit kit. A doctor reports that one of his patients suffered a permanent dropped foot because an over-zealous rescuer slashed deep into the knee in an attempt to extract venom from a viper bite. Permanent injuries to the hands and feet are common because vital nerves, tendons and veins in those extremities lie so close to the surface. Many doctors feel that a first-aider (or the victim himself) should make no incisions at all.

If an incision seems necessary, the blade and wound should be cleaned to avoid contamination. This is especially important for a coral snakebite, because a coral snake deposits venom on the surface of the skin. An incision could put more venom into the victim, instead of removing it.

The incisions should be over the fang marks and skin deep, just enough to allow blood and venom to drain out. The cross-hatched incision recommended years ago is now forbidden; it doesn't provide better drainage than a straight cut and it's more likely to cause infection and permanent scarring. Once the incision is made, gentle suction should be applied, preferably with a suction cup provided in a snakebit kit.

CIRCULATION IS VITAL

Viper poison produces swelling at the site of the bite which can impede circulation to the bitten limb. If a tight tourniquet is applied as well, all circulation may be cut off, leading to gangrene and the danger of amputation. Obviously if a tourniquet is to be applied, it must be done properly. The tourniquet should be just tight enough to dent the skin, with room to slip a finger under it fairly easily. Check frequently for a pulse in the limb beyond the bite. If you can't feel a pulse, the tourniquet is too tight and must be loosened. But don't loosen it, tighten it, loosen it, tighten it—that just pumps venom throughout the body.

The most controversial technique in snakebite treatment is the use of ice packs to slow venom spread. Cold treatment apparently does slow circulation of the poison but it can also have disastrous effect on surface tissue if left on for a long period of time. And once the ice is removed, the venom spreads rapidly.

If you find all that advice confusing, you're not alone. Some doctors, feeling that the first aid may be worse than the bite, recommend that the victim should just leave the wound alone and seek immediate medical help, especially if a hospital is only a few minutes away. If possible have someone call ahead so that the hospital will have snake antivenom ready for you.

Job Stewards Activated

Dist.	Member	Agent
20	Albert Willing	H. Munroe
20	Loren Ross	H. Munroe
70	Paul Bunten	K. Green
70	Willie Houghtby	K. Green
80	Peter J. Razo	A. Swan
17	Roland Watson	W. Lean
17	Francisco Rivera	W. Lean

Week Ending May 12, 1978

Dist.	Name	Agent
03	Walter Johnson	D. Bell
03	Jim Leach	D. Bell
03	John Shoemaker	D. Bell
03	Ladd W. Smith	D. Bell
11	Dean Gustin	C. Canepa
11	Richard Highland	M. Yarbro
12	Thomas Hampshire	L. Lassiter
12	David Smith	W. Markus
12	Lyle T. Oldroyd	W. Markus
20	Bobby Hall	R. Butler
20	Henry Smits	R. Butler
30	Floyd T. Boekover	S. Winnett
40	Larry Nelson	F. Johnson

Tech-Job Stewards Activated

20	Ray O. Denney	P. Schissler
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Job Stewards Inactivated

80	Ruben Torres	A. Swan
80	M. G. Mason	A. Swan
80	Fred Loya	A. Swan
80	Ernest Lopez	A. Swan
80	William P. Gaines	A. Swan
80	Jess R. Correia	A. Swan
80	George Carlson	A. Swan
80	Wallace Beard	A. Swan
12	Toby Sanchez	R. Daugherty
12	Rickie J. Bell	R. Daugherty
02	Richard Scott	W. Sprinkle
02	C. W. Gubka	E. Louis
02	Guy B. Slack, Jr.	W. Sprinkle
02	Paul Warne	W. Sprinkle

Week Ending May 12, 1978

Dist.	Name	Agent
01	Joe Martinez	C. Snyder
20	Henry Smits	R. Butler
40	William Cupp	F. Johnson
80	Roy F. Bell	G. Morgan
80	Richard Covert	G. Morgan
80	Edward Magann	G. Morgan
80	Bill McHenry	G. Morgan

Safety Committeemen Activated

80	Edward Verliz	A. Swan
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Week Ending May 12, 1978

Dist.	Name	Agent
12	William R. Parker	D. Strate
12	Anthony Marvidikis	D. Strate

Safety Committeemen Inactivated

02	Vernon Thomas	E. Louis
02	Wilmer Townsend	W. Sprinkle
12	Gayle Peterson	W. Lassiter
12	Ernie Lisonbee	V. Abbott
12	Alan Stones	V. Abbott

Week Ending May 12, 1978

Dist.	Name	Agent
20	Wilbur Bruce	R. Butler
20	William Wright	R. Butler
20	David Lydall	R. Butler
20	Gary Newman	J. Johnson
60	Walter D. Metcalf	R. Criddle

Everyone Busy in Santa Rosa

Work has finally begun after the long and wet winter in the Redwood Empire, reports District Rep. Bob Wagon. Each day sees more jobs being let. Argonaut Constructors were the successful bidders on the first street job in Santa Rosa at \$620,000.00, and have numerous other jobs in Sonoma County.

Don Dowd Co. picked up over \$1 million worth of new work in a week's time, so things are going to be busy for the Brothers working for him. In fact, every contractor in the area has plenty of work to keep them going for quite some time, plus there is new work going to bid nearly every day.

Some new jobs to be bid in the near future are the Russell Ave. over-pass and approaches with an

approximate cost of \$3.5 million, \$3 million in overlays, \$14 million in sewer and collector system for the Russian River area, \$7 million for state highway in Napa County, \$2 million in highway work in Lake County. This year there will also be more housing starts in this area than we have in the last ten years. All in all we predict this probably will be the biggest work year for this area since the middle 60's.

Business Rep. Chuck Smith reports Lange Bros. are busy and calling for more men as they are busy all around Lake County. A new job right in the town of Lakeport went to McGuire & Hester—\$1.5 million more sewer work and a nice highway job to be bid in early summer between Clearlake Oaks and the county line on Hwy

20 for about \$2 million. Over in the beautiful Napa Valley, Montelli Construction, Harold Smith & Son and Slinsen Construction are all back to work full blast.

Sully-Miller and C. R. Frederick are going great guns in Redwood Valley, with about 25 Brothers working, reports Business Rep. Pat O'Connell. Four power houses going in at The Geysers, Unit No. 12 by S & O Construction—Unit No. 13 by C. R. Fredrick Const.—Units 14 & 15 by Owen W. Haskell. The cost of putting in these four power houses is about \$40 million and there is a tremendous amount of pipe work to be let in conjunction with these power houses, so there should be a lot of engineers working in The Geysers area this year.

PG&E Looks for Power Plant Site

District Representative Alex Cellini reports that the work picture on the East Side is still good and the out-of-work list is getting smaller.

Warren Reed reports that Pacific Gas and Electric Company filed a Notice of Intention with the Energy Resources Conservation and Development Commission to construct and put in to operation two large fossil fuel electrical generating units. It is estimated that these units will be in operation by 1985 and 1986.

The Pacific Gas and Electric Company has proposed four sites for the units: South Yuba, near the City of Wheatland in Yuba County; Butte, near the City of Oroville in Butte County; Willows, near the City of Willows in Glenn County; Montezuma, near the City of Collinsville in Solano County.

The estimated cost of the units is two billion dollars and will take four to five years for completion. It will take approximately 1,600 construction workers to do the

work.

Dan Mostats reports that the work picture for the West Side is getting better with every rainless day. Granite has fired up on the Tehama-Colusa Canal with promise of a ten hour shift. Ball, Ball and Brosamer is doing two 10 hour shifts on their reach of the canal.

The Johns-Manville plant in Willows is looking good with Bragg Crane and Rigging hanging the steel. The John Klugg Corporation was awarded the contract for the concrete silos, which will contain fiber glass, at the Johns-Manville Plant. Most all of the Rock, Sand and Gravel plants are going full bore with expectations of a prosperous work year.

More from Mayfield

(Continued from Page 5)

These past six years have seen major gains for our members in this area, which included dental benefits only this past year, and then after a tough four-week strike. This once again only proves that together we stand and divided we fall.

On the heels of the above-mentioned, we will begin negotiations in the week of June 5 with the Utah A.G.C. contract. This major construction contract will be open in its entirety and will be headed by Business Manager Dale Marr and assisted by myself and the Utah staff of business agents. Also to begin immediately in this State is the Rock, Sand & Gravel industry entirely, as well as the Custom Contract. In Nevada, in the Sand & Gravel industry, the last two years of a 3-year contract is open only for wages and benefits, and hopefully, will be concluded successfully prior to the July 1st deadline.

I'll close without further ado and pack my bags, because obviously these next 30 days are going to be mostly on the road.

Executive Board Election

At its regular quarterly membership meeting on May 16th, the District 5 (Fresno) members elected Marion "Cleet" Whitson District 5 Executive Board Member to fill the balance of a term left vacant by resignation.

Barbers Point Project Beneficial for Hawaii

District Representative Wallace Lean of Hawaii reports that the Status Report on the proposed Barbers Point Harbor presented to the House Energy and Transportation Committee concludes the project is expected to have a beneficial effect on the State's over-all economy by increasing construction activity, and providing efficient, safe, economical and convenient transportation services. It will furthermore promote industrial activity and meaningful long term employment.

The annual cost savings on overland transportation would be about \$1.1 million. This figure is based on the amount of cargo now being trucked from Honolulu Harbor to industries at Cambell Industrial Park.

Construction cost for the first two phases of the Harbor is estimated at \$93 million, including \$40 million in federal funds. These expenditures will have a positive impact on the state's construction and construction-related industries.

The Harbor will also directly and indirectly provide about 1,000

job between 1980 and 1990, and 2,000 jobs from there on.

Impact on agricultural lands in the area of the Harbor will be minimal. About 168 acres are to be out of the Agricultural District for Harbor Use.

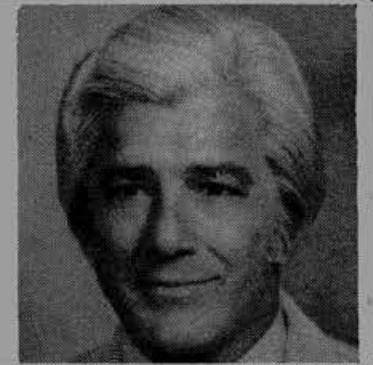
The project was originally designated to start last January. It has become another political football. At least now the reports prove favorable and other than it being a step by step thing not too much more juggling can be done, Lean said.

Business Rep. Gordon McDonald reports that the Kaneohe-Kailua Flood control dam and reservoir project is keeping about 26 brother members busy on a joint venture of S. J. Groves & Sons and E. E. Black, Ltd. Total contract amount is \$11.2 million to construct an earthfill dam on Kamoalii Stream for flood control purposes.

The dam will be 2,200 feet long and 76 feet high, with a top width of 20 feet. It will require approximately 1.3 million cubic yards of excavation and 895,000 cubic yards of dam embankment.

Footnotes From the Pacific

By HAROLD LEWIS
Financial Secretary



Labor conditions in the construction industry improved significantly for the heavy equipment construction worker of the Operating Engineers. The industry-wide settlement and signing of the Master Agreement for Hawaii between the General Contractors Labors Association and Local Union No. 3 virtually ended the labor turmoil which has plagued the construction industry and the local economy since August last year, due to the severe drawback by the ironworkers' and laborers' strike, which idled construction workers in Hawaii.

The first contract settlement in 1960 with GCLA and Operating Engineers provided health and welfare benefits covering the worker at the cost to employers of a total wage and benefit package of \$3.31 per working hour. The Group 9A classification of \$3.25 per hour negotiated, featured a substantial increase in the first contract settlement reached in 1963. At the final contract signing of Hawaii's Master Agreement for three years, this Group 9A worker will now have a substantial wage and improved benefits of \$16.70.

This represents over 20 years of extensive negotiations from the period 1960 to 1980 indicating the increase in pay hikes and benefits of 400 per cent, for more than 2,500 Local 3 members. I have had the opportunity of being directly involved in all contract negotiations for the 20-year period.

This contract concludes a string of key labor agreements which has improved the outlook for the construction industry, Hawaii's local economy and for Local 3's membership.

Twelve Percent Solution

(Continued from Page 14)

joint owner or owners. Accounts owned jointly are not subject to distribution under your will.

You can divide your savings among family members to increase your family's total insurance protection. If you had \$6,000 in your share account and were insurable, you would have only \$2,000 worth of Life Savings Insurance. If you placed \$2,000 in an account for your spouse and \$2,000 in an account for your child and they were both insurable, each of the three accounts would then have insurance coverage of \$2,000.

The essential thing about Life Savings Insurance is that it is provided at no direct cost to you. It is just one of the benefits of saving with your Credit Union. The major benefits are an excellent return and safety. We've paid 6.5 per cent per-annum dividends since 1974 on members' shares left on deposit to the close of the semi-annual posting period. And each members' account is insured against loss to \$40,000 by an agency of the Federal government.

If you have any questions on the benefits of saving with your Credit Union or on Life Savings Insurance, please give us a call.



SIGNING THE MASTER AGREEMENT for Hawaii between Local 3 and the GCLA are from left to right Edwin Hulihee, Chairman

GCLA; Harold Lewis, Financial Secretary of Local 3 and Robert Sheer, also a representative of the GCLA.

Utah Work Finally Starts After Late Spring

Above normal rain fall has delayed construction in Southern Utah this spring, but as the ground is drying out construction work is picking up, reports Business Rep. Don Strate.

J. B. Parson's job on I-15, south of Beaver is moving along well. Forty engineers are working on this project and going two shifts. There is still a lot of work to be done on this job and the completion date is at the end of 1978.

The power plants in Emery County are going at a good pace.

There is a possibility, however, of a cut-back in the near future.

There are presently about sixty operators on W. W. Clyde Company's projects in Carbon and Emery Counties. They are back up to full production after the winter layoff.

L. A. Young Sons' Company was low bidder on the I-70 section from Fish Creek to Mill Creek, which is located south of Richfield. The project is about three and one-half miles long and principle items include 1,909,000

cu. yds. of roadway excavation, 2900 cu. yds. of wire enclosed rip rap, and 80,000 cu. yds. of top soil. Completion date is October, 1979 and the engineer's estimate amounted to \$3.4 million.

L. A. Young Sons' Company is still laying the gravel on the 10-mile stretch of Utah Fuel road in Salina Canyon. As soon as they complete the gravel they will start the asphalt.

Corn Construction has started to lay asphalt on their job south of Crescent Junction. This project will probably be finished by the time the *Engineers News* is published, because when Corn starts laying oil, they don't let anything slow them down, Strate says.

for new contracts," Lassiter said. "We feel that with the support of the membership and the good work situation we should be in a good posture for bargaining."

Stateline Dam

Rex Daughterty reports that S. J. Groves and Sons Company has been ready to go at the State Line Dam since the first part of April, but have been unable to do so because of the snow and rain storms that have continued through the middle of May. The employer expects to work long hours this year, probably 12 hours a shift, to make up for the late start.

Peter Kiewit Sons Company has completed most of the railroad grade on their job from Castle Rock to Emery, located near the Wyoming border, and intend to start laying the new track by the 1st of June. Union Pacific must use the new railroad for ninety days before abandoning the old railroad grade. The project will probably be shut down to a minimum crew this summer as the new interstate alignment will follow the old railroad tracks.

Peter Kiewit Sons Company has started the crusher for making the gravel and hot plant mix for the project from Devils Slide to Henefer. The Company plans to have the hot plant in operation by June 1st.

I-15 Freeway Job

The south-bound lane on the final link of I-15 between Farmington and Layton has been started by Gibbons and Reed Company. This contractor completed the north-bound lane last summer. Gibbons and Reed should complete their work on this section by mid-August and turn the job over to Acme Vickery for the concrete paving.

J. F. Shea Company is better than half way through the eight-mile Vat Tunnel, located about twenty-five miles up Currant Creek Canyon. The Company should be setting up the crusher soon to make the material for the concrete liner.

News from Washington on the Central Utah Water Project looks promising at this time. The House public works appropriations subcommittee recommends allocating \$524 million for fiscal 1979, which includes starting funds for the Uintah and Upalco Units. If this is approved by Congress, the Bonneville Unit will get \$38.8 million, the Uintah Indian Unit will receive \$2.3 million for preconstruction work, the Upalco Indian Unit, \$1.8 million for preconstruction work; \$7.7 million for the Jensen Unit; \$6 million for the Jordanelle Dam as well as funds for the Emery and Hyrum Units.

35 YEARS

On April 24, the Executive Board approved Honorary Memberships for the following Retirees who have 35 years or more of membership in Local 3.

Name	Reg. No.	Initiated by	Local
Roy Stevens	284760	4/40	3
George H. Benadom	420004	4/23	635
J. G. Burns	371244	1/43	3
William Dobyns	416205	4/43	3A
George Flagel, Sr.	202769	11/32	45A
Owen A. Foster	402708	1/43	3A
John H. Hall	374908	8/42	3B
Percy H. Hauck	328957	10/41	3D
Albert G. Johnson	374942	8/42	3C
Vernon Lee	351305	4/42	3
Jack Lynch	382167	9/42	3A
Abel Ornellas	338405	1/42	3
Louis C. Solari	316751	8/41	3A
Lonzo W. Winney	292612	11/40	3

On April 9 the Executive Board approved Honorary Memberships for the following Retirees who have 35 years or more of membership in Local 3.

Name	Reg. No.	Initiated by	Local
Roy Stevens	284760	4/40	3
George H. Benadom	420004	4/43	635
J. G. Burns	371244	1/43	3
William Dobyns	416205	4/43	3A
D. Ronald Fawcett	394900	11/42	3A
George Flagel, Sr.	202769	11/32	45A
Owen A. Foster	402708	1/43	3A
John H. Hall	374908	8/42	3B
Percy H. Hauck	328957	10/41	3D
Albert G. Johnson	374942	8/42	3C
Vernon Lee	351305	4/42	3
Jack Lynch	382167	9/42	3A
Abel Ornellas	338405	1/42	3
Louis C. Solari	316751	8/41	3A
Lonzo W. Winney	282612	11/40	3

At its meeting March 11, the Executive Board approved granting Honorary Memberships to the following Retirees with 35 or more years of membership in Local 3:

Name	Reg. No.	Initiated	by Local No.
Fred A. Autran	342625	2/42	3A
Bernard J. Baker	311473	6/41 by 370—transf.	12/41 to 3
L. B. Billingsley	402656	1/43	3A
Forest L. Balufus	367862	7/42 by 9—transf.	3/43 to 3
Ralph Carpenter	354690	5/42	3A
Charles D. Duncan	351277	4/42	3
William Drummond	260116	2/38	208
Acie M. Dunlap	369604	7/42	3A
Ludie H. Gray	297555	2/41	3
John Lee Hinote	367892	7/42 by 9—transf.	3/43 to 3
John R. Holmen	351411	4/42	3A
Johnie W. Johnson	408077	2/43	3
Lucian H. Jones	394353	11/42	3
Harold G. Lloyd	369919	7/42	3B
C. D. Madsen	386839	10/42	3A
Melvin A. Marshall	408869	2/43	3A
Daniel J. McGeever	403010	1/43	3B
E. M. Nelson	413289	3/43	3A
Raymond Rider	408122	2/43	3
Woodrow H. Schmidt	361481	6/42	3B
Thomas J. Shaw	342594	2/42	3
Frank E. Silva	413152	3/43	3
Joseph Silver	399428	12/42	3
James E. Simmons	413383	3/43	3A
Frank Somma	272319	4/39	3
Orion E. Southwick	360020	5/42 by 428—transf.	3/43 to 3
Lawrence Theis	399832	12/42	3C
Donald Troutner	413478	3/43	3B
Walter W. Whipp	321280	9/41	3
Lars Hauge Worre	268131	11/38	45
Douglas W. Bishop	239894	1/37	45
Jack Goforth	373085	8/42	3

Salt Lake Area

Wayne Lassiter reports that dirt has started to move in the Salt Lake City area with Gibbons & Reed Company and Peter Kiewit Sons Company doing the lion's share of the work. Most of their "regulars" are back to work with a busy season in store.

The Utah AGC contract will expire July 1st and contract negotiations will be starting in the near future. The Sand and Gravel contracts also expire about the same time and negotiations are not far away.

"Negotiations are never easy, but we have spent a good deal of time putting together proposals



MOTHER EARTH CAN BITE BACK TOO.

A lot of power lines lie harmlessly underground. Until someone carelessly digs them up.

Every year, workers risk injury or death because they neglect to check for buried high voltage electric lines or natural gas lines, before digging.

To make it easier to check, the Underground Service Alert (USA) was organized. One toll-free phone call to 800/642-2444, reaches a center in Pleasant Hill that will give you the information you need. Describe where you intend to dig, and PG&E or any of the other 33 sponsors will describe the approximate location of underground facilities.

Or a representative may visit and mark the spots for you.

Currently, this service is available in 16 counties: Alameda, Contra Costa, El Dorado, Marin, Napa, Nevada, Placer, Sacramento, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, Sutter, Yolo, and Yuba.

More counties will be added soon. To learn the location of the underground PG&E facilities in other counties, call your local PG&E office.

Remember, dial before you dig.
After all, your life is on the line.

Some Oakland Shop Workers Getting Overtime

Asst. District Rep. Ron Butler reports that work in the shops continues to be good with some Brothers working overtime.

"We are short of good mechanics, so if that describes you or someone you know, give us a call," Butler urges.

Buford Barks reports that the Hayward "B" Street Mall is start-

ing to look like a new large store with many small stores under one roof, all of which will serve the downtown shoppers of Hayward. The new library expansion is about three times the old building's size and will also serve this area.

The Gallagher & Burk center finally looks like it is ready for

large home foundations for the discriminating buyer at \$75,000.00 and up.

The Steel Mill & Forge are at a slow-down again.

Housing and commercial development are again on the up swing in Union City, Fremont, and Newark.

The Dumbarton Bridge is under

way with the approaches being shaped by Guy F. Atkinson.

The Kaiser Medical Center in Fremont will relieve some of the overload from the Washington, Saint Rose and Kaiser Center Hospitals of Hayward.

The new Mart Center on Mowry in Newark is well under way. Sears will open in late 1979, with

Macy's and other large department stores coming sometime later.

A large parking lot for BART is underway. This will relieve the congestion of BART and the hospital's parking.

Western Contra Costa

Hank Munroe reports that things are "really jumping" in his area with jobs, large and small, going on everywhere. "That is sweet music to our ears after a long wet winter," Munroe says.

Gallagher & Burk have cranked up at Hercules for Centex with most of the old crew back.

Iconco from Seattle has moved in for the clearing and demolition of P. K. S. Port of Richmond job. Dick Iverson is the superintendent for this job with Ed "Spaghetti" Galeazzi foreman, Tom Cating and Joe Speck on the 70 ton maintower truck crane, Tony Lemos on the loader and fork lift, and Gene Wyman operating a John Deere Loader.

This company is "almost" union, and trying hard to clean up their act.

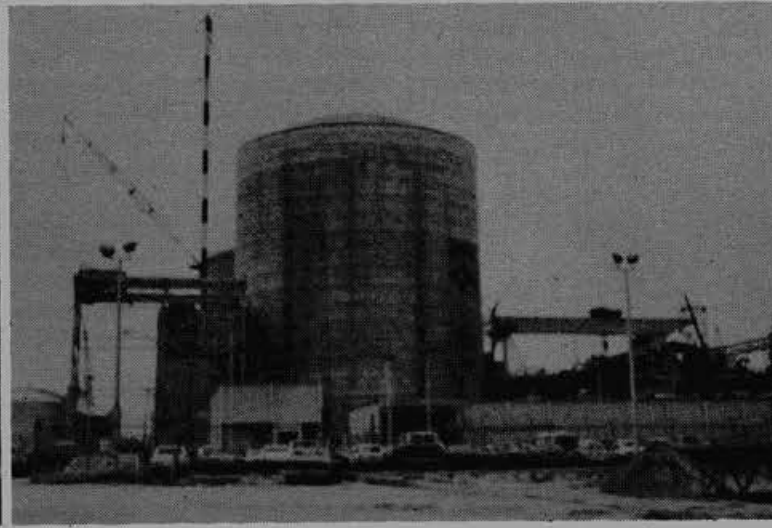
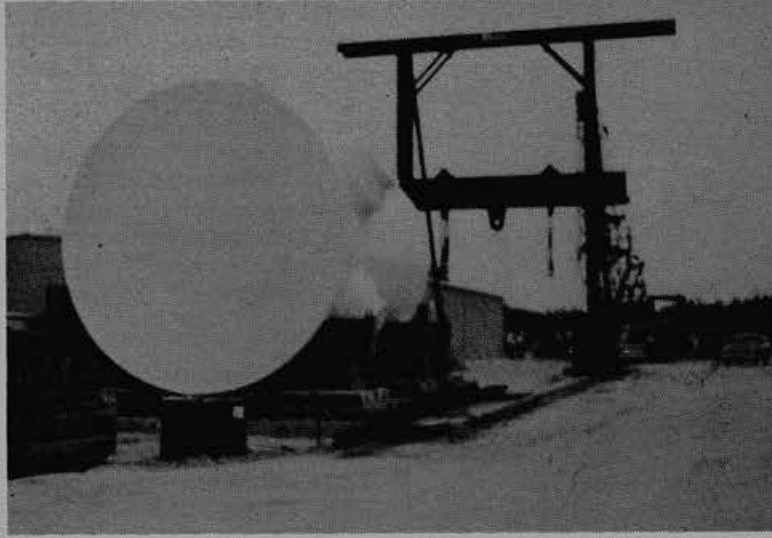
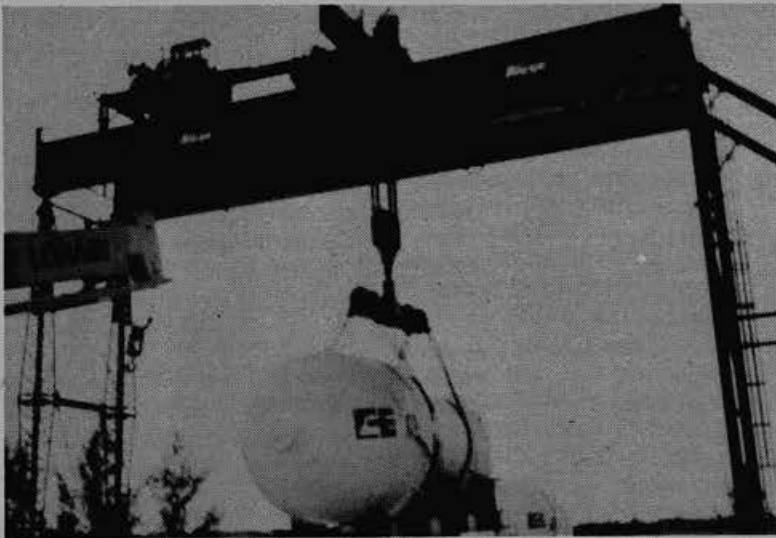
Eastern Contra Costa

Chuck Ivie says the hands are all working, and it is a race out in his area. "I haven't seen this much iron running at one time for better than two years," Ivie says. "I pull up to a job and the hands are asking 'where are the good jobs, when can I go to work?' These men already have a good job."

"Just take it easy and let's try to get through the year without any fatalities," Ivie added.

Crane Rental

Bill Dorresteyn reports that Crane Rental work is still going (Continued on Page 19, Col. 3)



PICTURED TOP LEFT at the nuclear plant site in Florida, is a 600-ton steam power generator fastened to Bigge's lifting gantry. At top right, the 800-ton nuclear reactor core sits on the jacking frame. It takes two cranes working together (bottom left) to lift the 350-ton

pressure vessel at the nuclear site in South Carolina. The concrete cylinder pictured bottom right will house the complete reactor. The faintly outlined circle on the right edge is the porthole through which the pressure vessels, core, etc., will be placed.

Crane Work 'Booming' for Local Firm

On a recent trip to Florida, crane rep. Bill Dorresteyn had the opportunity to visit a nuclear power plant site which had contracted its lifting to Bigge Power Constructors, a Bay Area contractor.

This division of Bigge is moving very fast into the heavy lift nuclear and hydro power work, Dorresteyn said. Six, seven and even eight hundred ton lifts are normal for this type of work.

Bigge has set up a lifting gantry for loads of up to 800 tons (see above). There's also a track laying transporter system consisting of ten 4500 Manitowoc under carriages. These were built to Bigge's specifications and have been used on approximately 13 jobs all across the United States.

Bigge also has another job in progress in South Carolina with the Electric and Gas Company. There was a 350-ton lift and other smaller ones at this job, which was complicated in that all the work was being done in a very compact area.

On this job, the nuclear reactors and generator vessels were placed into the containment structure (see above) through a small equipment hatch.

DEPARTED BROTHERS

Alley, Henry (Jeneane, Wife)	3/27/78	Lagrone, Marvin (Joenell, Daughter)	4/15/78
P. O. Box 493, Wellington, Utah		4190 Sepulveda, San Bernardino, CA	
Cain, Frank (Margaret, Wife)	4/2/78	Liana, Moses (Thelma, Wife)	3/25/78
15891 Hesperian Blvd., San Lorenzo, CA		369 Hobron Lane, Honolulu, Hawaii	
Burnor, Harold (Frances, Wife)	4/15/78	Miller, Robert (Ida, Wife)	3/31/78
234 Grove Way, Hayward, CA		2716 El Caprice, Rancho Cordova, CA	
Carte, Harry (Mattie, Wife)	4/4/78	Mills, Aaron	4/8/78
4194 George Avenue No. 18, Marysville, CA		8046 California, Fair Oaks, CA	
Clark, James (Rose, Wife)	4/2/78	Reid, James (Ida, Wife)	3/29/78
2656 26th Avenue, Sacramento, CA		16300 Orange Blm. 17, Oakdale, CA	
Culwell, Andrew (William, Son)	4/10/78	Reyes, Milton	4/14/78
2415 Telegraph Avenue, Oakland, CA		P.O. Box 445, Willits, CA	
Dietrich, Howard (Evelyn, Wife)	4/5/78	Robbins, Maurice (Mildred, Wife)	4/7/78
1515 Polaris No. 178, Pittsburg, CA		1463 Hartnell, No. 40, Redding, CA	
Durfee, Walter (Kim and Angela, Daughters)	4/14/78	Ruff, Clarence (Opal, Wife)	4/5 or 4/8/78
5300 Grove Street, Rocklin, CA		27475 Hesperin, No. 167, Hayward, CA	
Erickson, Elvin (Edith, Wife)	4/6/78	Stockton, Perry (Theo, Wife)	4/6/78
P. O. Box 158, Cedar Ridge, CA		2240 E. Yosemite, No. 96, Merced, CA	
Finley, Perry (Bessie, Wife)	3/27/78	Swanson, Arthur (Opal, Wife)	4/3/78
16235 Camino Del Rae, Los Gatos, CA		19807 Alana Road, Castro Valley, CA	
Fountain, Al (Corrine, Wife)	3/25/78	Vaught, William (Daisy Fleig, Sister)	2/18/78
2949 Clay Street, Sacramento, CA		Box 218, No. 5E, Lahaina, Hawaii	
Greenleaf, William (Laris, Wife)	4/23/78	Vincent, James (Wilma Ness, Daughter)	4/11/78
3220 Redding Avenue, Sacramento, CA		3323 Earl Road	
Griffiths, Ruben (Ray, Son)	3/16/78	Woodhouse, Reese	3/28/78
Box 48, Minersville, Utah		35 Los Altos Square, Los Altos, CA	
Harris, Richard	4/3/78	DECEASED DEPENDANTS	
P. O. Box 1331, Oroville, CA		APRIL 1978	
Hart, Robert (Venita, Wife)	4/7/78	Carter, Jeanne—Deceased March 26, 1978	
P. O. Box 56, Corning, CA		Wife of David Carter	
Ingraham, Macatee (Ruby, Wife)	4/20/78	Cox, Amy—Deceased April 18, 1978	
P. O. Box 25, Willits, CA		Daughter of Phillip Cox	
James, George (Irene, Wife)	3/28/78	Evans, Dennis—Deceased February 23, 1978	
2151 W 7800 South, West Jordan, Utah		Son of Pat Evans	
Jorgensen, Clifford (Joanna, Wife)	4/18/78	Ford, Irene—Deceased March 25, 1978	
P. O. Box 1567, Fremont, CA		Wife of Henry Ford	
Kirkman, Lee (Georganna, Wife)	4/4/78	Gutierrez, Miguel—Deceased April 15, 1978	
Box 1254, Oroville, CA		Son of Joe Gutierrez	
		Klopotek, Lucy—Deceased April 15, 1978	
		Wife of Albert Klopotek	
		Sagen, Margaret—Deceased April 23, 1978	
		Wife of Carl Sagen	

1978 SCHEDULE OF SEMI-ANNUAL MEETINGS

Location: Masonic Auditorium, 1111 California St., San Francisco, Ca.
 Dates: Saturday, July 8th (1:00 p.m.)

DISTRICT AND SUB-DISTRICT MEETINGS

JUNE	JULY
7 Provo, Wed., 8 p.m.	11 Eureka, Tues., 8 p.m.
8 Reno, Thurs., 8 p.m.	12 Redding, Wed., 8 p.m.
15 Ukiah, Thurs., 8 p.m.	13 Oroville, Thurs., 8 p.m.
22 Watsonville, Thurs., 8 p.m.	19 San Francisco, Wed., 8 p.m.
	26 Honolulu, Wed., 7 p.m.
	27 Hilo, Thurs., 7:30 p.m.

DISTRICT AND SUB-DISTRICT MEETING PLACES

San Francisco, Engineers Bldg., 474 Valencia St.	Sacramento, CEL&T Bldg., 2525 Stockton Blvd.
Eureka, Engineers Bldg., 2806 Broadway.	Fresno, Engineers Bldg., 3121 E. Olive St.
Redding, Engineers Bldg., 100 Lake Blvd.	Ukiah, Grange Hall (opposite 101 Motel), State Street, Ukiah.
Oroville, Prospectors Village, Oroville Dam Blvd.	Salt Lake City, 1958 W. No. Temple.
Honolulu, Washington School (Cafetorium), 1633 S. King St.	Yuba City — Yuba-Sutter Fairgrnds, Arts/Crafts Bldg., Franklin Ave.
Hilo, Kapiolani School, 966 Kilauea Ave.	Reno, Musicians Hall, 124 West Taylor.
San Jose, Labor Temple, 2102 Almaden Rd.	Watsonville, Veterans Memorial Bldg., 215 Third.
Stockton, Engineers Bldg., 2626 N, California.	Provo, Provo City Power Building, 251 West 800 North, Provo, Utah
Oakland, Labor Temple, 23rd & Valdez.	Ogden, Ramada Inn, 2433 Adams Ave.

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Dues Schedule for Period 10-1-77 through 9-30-78

Local 3	\$81.	(Per Qtr.)
Local 3A	\$78.	(Per Qtr.)
Local 3B	\$78.	(Per Qtr.)
Local 3C	\$78.	(Per Qtr.)
Local 3E	\$78.	(Per Qtr.)
Local 3R	\$78.	(Per Qtr.)
Local 3D	*Variable by Unit	

Please Note: An amendment to Article VI — Dues of the Local Union By-Laws adopted by the members at the semi-annual meeting held on July 9, 1977 deletes the provision that a member can pay dues in advance of an increase at the "old" rate (the rate in effect prior to the effective date of such increase). **Therefore, the dues rates for the periods as indicated above apply regardless of when payment is made.**

*Due to the variation in the wage structures of the 3D and Industrial Units, the members will be notified of applicable dues for their respective units.

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Trade Union Leadership Must Reflect Needs Of Rank and File

A POLITICAL ANALYSIS

Art Of The Possible



BY KEN ERWIN

There used to be an old Navy saying, "I've wrung more salt water out of my sox than that guy ever sailed on." Simply put, it meant that "guy" did not have the working credentials or the experience to speak for or about the sea-going sailor and his interests. He hadn't paid his "sweat dues."

Several years before his unsolved execution, Malcolm X told white liberal activists not to saddle the black movement with their upper middle class guilt, but to go home and teach their children not to be racist. In short, let us mind our own store, don't muddy our waters trying to be black.

The building trades unionist has always been and remains suspicious of the multiple card carrying, pseudo-intellectual ideologue and has continued to elect local union leadership that has the callouses of craft experience and membership understanding. Giving leadership responsibility to "one of their own" has for the most part proven to be in their own best interests.

This "natural filter" hasn't always worked, and occasionally a small parasitical hanger-on or bureaucrat slips through the net and becomes a big labor fish who seldom reflects the real concerns of his membership. However, the mandated election process is always available at the local level to remedy such mistakes, and usually does.

Historically, the construction tradesman has been generous with his time and money in support of industrial and service unions, even though as representative of middle class and mainstream American, he disagreed with many of the moral and fiscal priorities of the new CIO activists and their political cohorts. His anger and frustration found some initial outlet in the Nixon Coalition and the Reagan years in California.

Watergate and Reagan's mid-wife roles in wage and price controls and in helping birth the new elitism reflected in the environmental movement, that drove construction unemployment up to record highs, not only left the middle class construction craftsman hopeless and helpless, but led to self-disenfranchisement. He didn't vote. He cut off his neck to spite his face. He again became the "silent majority."

In these summers of his discontent, the construction worker had time to watch and learn from the new activism of those involved in community, sectional and regional politics. He began to attend the hearings on construction projects that were once dominated by no-growthers and eco-priests. He responded to union leadership by writing cards and letters to his elected representatives and local newspapers on his bread and butter issues. He got back into the action.

Today, a number of Brother Engineers are running for office in their local communities. They are serving on many commissions and boards, and they are testifying in support of community building projects. These "newborn politically" engineers are militantly watching the doubled-breasted and non-union contractors and more and more they and their families are demanding an accounting from their elected leadership. All healthy signs for the future of middle class America. However, it may be too little and too late.

Somehow, labor's priorities have become convoluted by non-membership elected "labor spokesmen" who, not unlike the unelected and interlocking corporate boards which dominate stock holder decisions, pretend to speak for the rank-and-file.

Fortunately, these "heavy thinkers and ideological button men" (see AFL-CIO Secretary Lane Kirkland's statement on Trade Unions and Human Rights, Page 12) must depend for survival on the "per capita" paid on behalf of rank-and-file members by democratically elected local union leadership. This can be an important check that provides the balance for those members and their families threatened by a drift too far toward either the left or the right.

The responsibility of trade union leadership is to reflect the broad aspirations, needs and concerns of his dues-paying members and their families. Sounds simple, but even before today's new "confrontation politics" he needed the patience and dedication of a Moses; the judgment of Solomon and the prophetic ability of a Jeremiah.

The 20th century labor leader must add to the above, the abilities to articulate the expressions of his membership in high councils, commissions, contract negotiations and the mass media. He must deal on an almost daily basis with economists, local, county, state and federal officials, as well as elected politicians, attorneys, actuaries, statisticians and still keep that all important viable contact with the leadership in construction management. He must be constantly alert and inform his rank-and-file constituents of issues vital to their trade.

So you can readily see the personal and public demands and qualifications that go hand in hand with election to labor leadership in today's world. Hardly a place for yesterday's office boy or reflex-conditioned social generalist.

Labor will survive and grow stronger only to the extent that the rank-and-file not only demand performance of their elected officers, but keep the faith by always electing "one of their own."

More and more, there is a need for technicians and specialists to combat the constant subversion of those who would recreate Labor in their own images.

More and more, there is a need to put together a Local Union No. 3 Political Action Committee (PAC) (see pages 6 and 7) so that volunteer contributions can provide "free money" in support of federal issues and federal candidates to combat the tremendous fund raising ability of the left and right.

The simple fact that construction tradesmen must move the dirt, hang the iron and pour the concrete before others have a place to live, work, play and even be sick, is all too frequently overlooked by other workers, industry and the public in general.

Our agenda is jobs for the members with fair pay; a safe work place; lifetime health care and pensions that won't be eroded by inflation and high and inequitable taxes. This is our fight and our future, and the future of our families depends on us.

Warm Springs

(Continued from Page 1)
 cost of the project to \$213 million. About \$60 million has been spent on the project thus far.

Even though they were not required to, the Corps had held off awarding the contract since May 11, when attorneys for the Warm Springs Dam Task Force filed a

request for injunction in the District Court.

In a 45-minute hearing, opponents to the project maintained that the Corps should not be allowed to go ahead with construction until the District Court hands down its ruling on the Task Force's current appeal that the project is unsafe environmentally.

The three-judge panel appeared to be concerned about additional

costs through any more possible delays. They also expressed some concern about the adequacy of the Corps' studies on the Maacama Fault, which is the main bone of contention by the dam's opponents.

Attorneys on both sides of the case concede, however, that the court's refusal to delay the contract award probably means the three-judge panel will not order a construction delay.